1955. Karnatak File No. BCE 3454/24610

RHRSC

DEPARTMENT 717

E BRANCH Rev(CT) dt 22/2/55

Subject:— Backward Class Dept

Reorganisation of the —

Recommendations of the Estimates Committee of the —

Rev(CT)

To Supdt. Pl. & Dept Labour Section

22/2

B Class

Karnatak

P=161

File No.

Std. Sectt. Slip 24 B e.

Correspondence

DOCKET SHEET (B)

Subject :—

File No._____

_____ DEPT.

_____ BRANCH.

References :—

Date.	To whom sent.	Notes and instructions.

Education Department
J Br.

The Estimates Committee in para 16 of its second interim report has made the following recommendations regarding reorganisation of the Backward Class Department.

1) The posts of Asstt. Directors of Backward Class Welfare should be abolished except that of the Personal Asstt. toDirector, Backward Class Welfare.

2) The Backward Class Welfare Officers should, in future, be posted to different areas after taking into account the B.C. population in that area and

3) The work of the B.C.W. officers should be supervised by the Collectors under whose immediate control they should be placed

2. These recommendations were considered in consultation with the D.B.C.W. and the R,D. in 1951-52 and as the General Elections were impending it was decided in March 1952 that status quo should be maintained for the time being and the question of reorganisation of the B.C. Deptt. be left to the next Govt. todecide (vide M(BCD)'s note

dated the 14th January 1952 and the o.n. dated the 23rd January 1952 approved by the +Cabinwt)- On assumption of the office by the new Govt. in April 1952 the question was again taken up and was first discussed in a Conference held at Poona on 15/7/52. The conclusions arrived at in that conference will be found at page 37/N of the file No. BCE 3451-J, placed below.

3. Before, however, the decisions arrived at in the conference were accepted the question was placed before the B.C. Board in its meeting held on 3/12/52 The Board, however, unanimously opposed to all the re ommendations of the +Estimates Committee for the reasons stated in A.S.(J)'s note dt. 16/12/52 at p. 49-50/N of file no. BCE 3451 J placed below. In view, therefore, of the opposition of the B.C. Board it was decided that the present set up should be continued for a further period of one year and the position should be reviewed thereafter (vide Secy note dt. 12/3/53 approved by Govt and G.R.E.D. No- BCE 3451 dt. 11/6/53.

4. The period of one year is due to expire on 10th June 1954 and as such it is now necy. to reconsider the question and take a final decision in the matter. The D.B.C.W. was accordingly asked to submit his proposals in the matter with adequate justification therefor. The D.B.C.W's proposals will be found in his letter No. ES/I/67 dt. 29th April 1954 at pp. 5/10-c. The Director in his letter has given a history of the develo ment of Backward Class Deptt. and the share of the Asstt.

Directors of B.C. Welfare were originally created in 1926 and were known as Asstts. to the Criminal Tribes Settlement Officer. They were styled as Asstt. Backward Class officers in 1930. Recently with the change in the designation of B.C.O. into that of Director of Backward Class Welfare the designation of Asstt. B.C.Os. was changed to that of Asstt. Directors of Backward Class Welfare.

5. Giving the history of the B.C.Deptt. and of the posts of Asstt. Director of B.C. Welfare and for the reasons stated in para 6 of his letter the D.B.C.W. stated that if the posts of Asstt. Directors of B.C.Welfare are discontinued, the implementation of the various schemes of amelioration of B.Cs. the welfare of Scheduled areas and Scheduled tribes, rehabilitation of ex-criminal tribes eradication of untouchability etc. will suffer to a very great extent and that he will have to depend entirely upon the B.C.W. Officers who would be only field workers and possess much less experience and official status. Besides they are very helpful to the D.B.C.W. in the actual execution of the various activities of the B.C.Deptt. He is thus not in favour of abolition of the posts of Asstt. Dirs. of B.C.Welfare as recommended by the Estimates Committee.

For the reasons stated in para 11 and 12 of his letter the D.B.C.W. is not in favour of keeping the posts of B.C.W. officers under the control of the Collectors.

6. It will thus be seen that D.B.C.W. is clearly not in favour of accepting the recommendations of the Estimates Committee referred to in para 1 at p. 1 ante similarly the B.C. Board had unanimously opposed to these recommendations. In the circumstances it is for orders whether the recommendation of the Estimates committee should be finally rejected and the present position should be maintained for a few years to come.

Id/-
5/6/54

The Estimates Committee had submitted its recommendations in Aug. 1951 when the activitees of the B.C. Deptt. were restricted Much water has flown down the Ganges since then. As a result of the substantial grants which we are receiving from the Central Govt, the activities of the Deptt. have.

considerably increased. In the next five year Plan which will soon come into operation it is proposed to double the size of our ~~am~~ ameliorative effort. The activitees will therefore continue to increase. There can thus be no question of retrenching the ~~esse~~ essential staff in the Deptt. On the contrary as separately suggested by the D.B.C.W., the question of supplementing the existing staff may have to be considered. As regards reorganisation of the existing set-up, the question needs to be considered carefully lest the remedy may prove worse than the discease.

2. We propose to carry out a through inspection of the D.B.C.W's office with a view to find out the exact difficulties experienced by the B.C. Deptt. and evolve practical solution to these difficulties. The proposed inspection will give us an insight into the part played by the A.D.B.C.W. and B.C.W.Os. and will help us in determining whether the status quo should be continued as recommended by the D.B.C.W. or whether some changes should be introduced in the present set up. I would therefore suggest that the status quo may be maintained for the time being till the proposed inspecion of the Dir's office is carried out.

3. Personally, I think that there is some scope for reorganising the present set-up of the Deptt. Apart from safeguarding the

legitimate interests of the B.C.s.,
the main function of the Deptt. should be to draw up really useful schemes for the welfare of these classes and to ensure that they are being effectively carried out. It does not appear that in discharging these functions the Asstt. Dirs. and the B.C.W.Os. are playing a very useful role. Whenever, we call for any new schemes, the Dir. runs up to the concerned Deptts. and forwards their schemes even without careful scrutiny. Regarding their effective implementation the Dir. merely calls for progress reports consolidates them and forwards them to Govt. We hardly receive any reports from the Dir. as to whether these schemes are progressing satifactorily; if not, what are the dfficulties and how they should be overcome. In future greater stress will have to be laid on the planning and executive part so as to ensure that the B.C.s do derive benefit from the huge sums which Govt. is spending for their amelioration. If the D.B.C.W. can have at his head office, a nucleus staff which will ensure both that the Schemes are well planned and are executed satisfactorily, this will be an improvement over the present set-up.

4. The duties of the Assistant Directors and B.C.W.Os. have been enumerated in detail in Para 2 of the Dir's letter dt. 7/5/52 It will be seen therefrom that almost all the duties of Asstt. Dirs. can well be performed by the B.C.W.Os. To appoint officers of Dy. Collrs'. status to inspect B.C. hostels

(a work which is done by A.D.E.I.s in the E.D.) to check the diaries of propaganda workers and sanction ~~it~~ lump sum scholarships (these are clerical functions) carry on propaganda, etc. is I think a waste of officers talents. The Dir. had, in the past agreed to retrenchment of the posts of A.D.B.C.Ws. provided ~~it~~ his head office staff is strengthened by the appointment of Addl. P. As. The Dir. has now strongly pressed for retaining these posts. If these officers are merely to exercise their present functions I do not ~~t~~ think that they are playing a very useful role.

5. The B.C.W.Os. are essential officers. They are the "eyes and ears" of the B.C.Deptt They must continue under the control of the B.C.Deptt. To attach~~h~~ them to the Collrs. of the concerned Distts. will not improve the present position since they will not be able to exercise independent judgement and the Collrs. who are generally busy officers ~~w~~ will not be able to spare sufficient time for the amelioration of B.C.s.

With the increase in the activities of the B.C. Deptt. and if the Asstt. Dir(s posts are retrenched and their work assigned to the B.C.W.Os., ~~L~~ At present there are 17 such officers for 28 Distts. It will be necy to appoint more officers.

~~L~~ it will be necy. to strengthen the cadre of B.C.W

6. In the circumstances, with a view to increasing the efficiency of the Deptt. and bring down the extra cost, the set-up may be reorganised on the following lines:-

(a) Retrench ~~has~~ The 5 posts of A.D.B.C. Ws;

(b) Entrust the Present duties of the Asstt. Dirs to the B.C.X W.Os.

(c) Create at the Head office, 3 posts of Asstt. Dirs. one of whom will be Expert in Education, one in Land revenue, agriculture and allied matters and one in cooperation, industries and allied amatters. The main problems of the B.C.s relate to education, agriculture and economic uplift. These experts who should be drawn from senior officers in the E.D. , R.D. and Cooperative Deptts. and who will receive pay in the a Asstt. Dir's scale, should be responsible for drawing up really useful schemes in consultation with the concerned Deptts. They should also be touring officers and should be responsible for ensuring that the schemes are effectively implemented. They should also dispose of direct all correspondence (Except correspondence with Govt which should be under the Dir's signature) pertaining to matters in their field. The Dir. should exercise overall supervision over these officers, should tour constantly and see that the ameliorative measures are effectively implemented.

(d) With the appointment of 3 experts, there would be no need to have a P.A. of the Dy. Collor's status. The P.A. will then be mainly concerned with so social uplift of B.Cs., their recruitment in Govt. service, sundry matters and supervising the work of the office staff. For his purpose, a senior B.C.W.O. with some special allowance will do well.

(e) Regroup the present Distts. in charge of the B.C.W.Os. and create six additional posts of B.C.W.Os in the junior grade as proposed in para 2 of the D.S's note dt. 10/10/52.

7. If the suggestions in the foregoing para are accepted there will be saving resulting from retrenchment of 2 posts of Asstt. Dirs. and downgrading of the P.A's post counterbalanced by the extra cost resulting from creation of 6 additional posts of B.C.W.Os. in the Jr. Cadre. The extra cost will not be very heavy. The actual estimates will be worked out if the suggestions are approved.

8. However, I think that for the present the status quo may be maintained and the suggestions in para 6 or any other suggestions may be considered after inspection of the Dir's office.

9. For orders.

Id/-
11/6/54

I agree
Id/- 12/6/54

This may be discussed

Education Department
J Branch

Resubmitted as directed (vide A.S(J)'s marginal instructions of pre page).

Id/-
23/6/54

Secretary would be attending a conference of our Heads of Deptts in Poona on the 29th instant to determine the outline of the next five Year Plan Secretary may perhaps discuss this case with the D.B.C.W. on that date. The proposals made in the notes at pages 1-6 ante may, in the first instance, be shown u.o. to the D.B.C.W. so that he will be prepared for the discussion.

Id/-
23/6/54

Id/-
23/6/54

A copy of the may be sent to them.

Id/-
23/6

This case was again discussed with Secretary,

2. M(BCD) desires to raise the issue of reorganisation of the B. C.Department before the B.C.B.D. before considering that question Secretary would take to know the position obtaining in other states. We have collected that paper on reply to one L.A. question by Shri.

by Shri B.S.Pawar. Office should immediately put up a statemtn showing the portion obtaining in other States.

Id/-

20/7

Education Department

J Branch

Resubmitted with reference to AS(J)'s note dated the 20th July 1954 at prepage.

A statement showing the position of Backward Class Deptts. in the seven states of India prepared from the information received on the Deptt. file No. LA 1054/BCE/2975-J is put up ~~at pages~~ at pages 11-15 post as directed.

Id/- 23/7/54

The statement showing the position obtaining in other Part A states will be ~~found at~~ found at pages 11-17/N. It is now for orders whether the questions of reorganising the B.C.Deptt. should be referred to ~~the~~ the B.C.Bd or whether it should be pursued independently

AS (J)

DS

Secretary

Id/-

24/7

The question may perhaps be discussed by M(B.C.D.), and Dy. M(B.C.D.) with Secretary Education Department and D.B.C.W. in the first instance to formulate the views of the Department.

Id/-
25/7/54.

Strength in the head Office, Poona.

"E" Branch. (Establishment and Accounts)

1.	Office Superintendent.	....	1
2.	Head Clerk (Accountant)	....	1
3.	Senior Clerks	.....	2
4.	Junior Clerks (including Typists)	....	11 (8+3)
5.	Despatch Clerk.	.....	1
6.	Stenographer.	.....	1

"A" Branch (Amelioration Branch)

1.	Office Superintendent	.....	1
2.	Head Clerks	.....	2
3.	Senior Clerks	.....	5
4.	Junior Clerks.	.....	15

Class IV Servants.

1.	Head Guard	.....	1
2.	Daftar	.....	1
3.	Peons	.....	7
4.	Boy Peon.	.....	1
5.	Feras.	.....	1
6.	Mali	.....	1
7.	Night Watchman.	.....	1

Id/- 28/6

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This may be discussed after the 5th.

Id/- 1/7

Id/- 2/7

Shown to Secy. on 7/7/54

Id/-7/7/54

AS(J) Id/- 1/7

Statement showing the position of Backward Class Departments in the various States of India.

S.No.	Name of the State	Whether there is a separate Backward Class Department functioning as a Secretariat Department.	If so, the constitution and functions of the Department.	Whether the Backward Class Department functions as an executive Department	If so, how the executive functions are attended to by that Department
1	2	3	4	5	6
1.	Madras	No. The work is looked after by the Department of Industries, Labour and Cooperation		Yes. The Department is known as Department of Harijan welfare.	Director of Harijan Welfare is the Head ofthe Department. His Head Quarters are at Madras. He is assisted by one Personal Assistant in the cadre of a Deputy Collector. The Director co-ordinate the work of the Collectors who are directly in charge of the work in Districts except in Madras City where the Director is in charge of the work. The Collectors are assisted by District Welfare officers in the cadre of Deputy Collectors in five heavy districts an in the cadre of senior Tehsildars in the remaining districts. Activities. 1) Relief of congestion by providir house sites. 2) Opensing of schools, grant of sch exemption from payment of examinatio boarding grants and other educationa facilities.

2.	3.	4.	5.	6.
				3) Provision of sanitary amenities in villages. 4) Assignement of lease of lands for cultivation.
ra.	No.		Yes. The Department is called the Department of Harijan Welfare.	Director of Harijan Welfare is the head of the Department and is an officer of the cadre of Collectors. He is assisted by a Personal Assistant in the cadre of Deputy Collector in the office and by District Planning Officers in the Districts. Those Officers are working under the Collectors of the Districts. The Department runs 427 elementary schools, one middle school, one High School nd some hostels purely for Backward Class communities. No hospitals or other irstitutions are run by the Department.
ar Pradesh.	Yes. The Department is Called as "Harijan & Sahayak Department"	Not available	Yes. The Department is called as Harijan Sahayak Department.	Director ofHarijan Welfare is the Head of the Department. He is assisted by one Harijan Welfare Officer at the Headquarters and seven Regional Harijan Welfare Officers who look after the Harijan Welfare activities in their respective regions. They are assisted by 109 field workers posted in the various Districts of the State. Activities of the Department. 1) Educational uplift. 2) Economic uplift. 3) Betterment of living conditions. 4) Welfare of ex-Criminal Tribes. 5) ~~Cooperation~~ General.

3	4	5	6
Orissa.	Yes. The Department is known as Tribal and Rural Welfare Department.	Not available.	Yes. The Department is known as Tribal and Rural Welfare Department.	The Secretary to Govt. in the Tribal and Rural Welfare Department is the executive head of the Department and is designated as Director of Tribal and Rural Welfare. The schemes for tribal and rural welfare are executed by the District Magistrate who is assisted by a Welfare Officer in each District taken from the cadres of Orissa Administrative and subordinate Administrative services. These officers are assisted by 69 Social Workers spread over all the Districts. Their duties are to represent the view point of the Adivasis and Backward Classes and to carry on reformatory activities among them.
Assam	Yes. The Department is known as Tribal Areas Department.	The Tribal areas Department functions as an administrative and coordinating department in respect of the administration of tribal areas and formulation and execution of development schemes for the welfare of the tribal people.	No.	The various welfare services are being executed through the different departments of Govt. like Education, Medical, Public Health, Rural Development Sericulture and Weaving Department.

2	3	4	5	6
West Bengal	No. But there is a Department known as Tribal Welfare Deptt. functioning mainly for the uplift of Scheduled Tribes.	The Department acts as a coordinating Deptt and incidentally looks after the interest of other Backward Classes. The Secy. land and Land Revenue Department acts as the Secy. of the Deptt. assisted by a part-time Deputy Secy. and a full time special officer and ex-officio Assistant Secretary.	No	The executive functions in the Districts are carried out by Speical officers for Tribal Welfare recruited from the West Bengal Junior Civil Service. There are also sub-divisional publicity officers for tribal welfare under the Home Department.
Bihar.	Yes. The Deptt. is known as Welfare Department	The Department deals with the Welfare of the Scheduled Castes, Scheduled Tribes, Other Backward Classes and allied Matter.	No	

A note on the powers to be given to the Backward Class Department.

.....

There are two ways in which powers can be given to the Backward Class Department. The first is the meriging of certain officers of the Department with the executive Department. The second would be the entrusting of certain funds to the Backward Class Welfare Officers and the Assistant Directors of Backward Class Welfare. The third would be a general power over the purse to be vested in the Backward Class Department. These three ways are discussed below.

The easiest and the best way of making the Backward Class Department powerful and effective is to merge its activities in the Districts with the activities of the Revenue Department. It can, thus, take advantage of the powers of its own. The scheme is briefly as follows:- It is a well-known fact that the Revenue Department has the widest mass contact and that it commands a certain amount of respect. Mass contact and authority are the two essential things in the uplift of Backward Classes. Social prejudices require to be sternly dealt with on a mass scale which is possible only in case of officers of the Revenue Department. This fact need not be elaborated but it is a fact that this is one Department that has the widest mass contact combined with a cloak of authority. This being so, the Backward Class Department must work under this cloak. For this purpose the officers of the Revenue Department should be made ex-officio officers of th the Backward

the Backward Class Department. They should be the ears and eyes and, also, the hands of the Backward Class Department. The Mamlatdars may be called Backward Class Welfare Officers, the Prant Officer can be the Assistant Director of Backward Class Welfare and the Collectors may be disignated Joint Directors of Backward Class Welfare. At the top would be the Director of Backward Class Welfare who would guide and supervise over these officers. Let us study the implications of this scheme.

The scheme does not in any way throw any additional buden on the Revenue Department. This Department is already executing some of the schemes of the Backward Class Department. Now they will have to take a more active interest in the uplift of the Backward Classes. In some cases the officers of the Revenue Department are already taking interest in Backward Class schemes. But now all of them will be compelled to do this. They will have to visit Harijanwadas, open temples and wells during their ~~tour~~ tours. This they can do better as they are, also, magistrates. The Revenue Department will not be the only executive authority of the Backward Class Department. The various educational schemes will continue to be xecuted by the Education Department. The work of inspection of Backward Class Hostels, which is at present done by Assistant Directors of Backward Class Welfare can, also, be transferred to the Education Department. The Cooperative Department will continue to execute the schemes pertaining to h

that Department. The liaison character of the Backward Class Department ~~is already existing~~ ~~as~~ as thus will still remain. But there will be a change in the liaison machinery. The Backward Class Welfare Officer of the present day who is at best a nuisance and at worst a nonentity will be replaced by the Collector, who by his very position will be able to co-ordinate the work of the different Departments in a better way. He is the Chairmen of the District Development Board and this work is not at all out of his way. The Director would always be there to guide and supervise him and the Collectors will have to ~~no~~ work directly under his orders so far as Backward Class Welfare work is concerned.

This arrangement is entirely in Keeping with the trend of the modern times. The Collector is the head of National Extension Scheme in his District and it is natural that he should also be the District head for Backward Class Welfare work. The Revenue officers have been doing lot of other work besides revenue work and this straw of Backward Class work is not going to break the ~~Camel's~~ Camel's back. As can be seen from above, the new scheme is not going to entail any heavy work for the Revenue Department. The Backward Class work will be done by various Departments and voluntary agencies as at present. But the new schemes only seeks to take advantage of the prestige of the Revenue Department and its mass contact for better implementation of the schemes and better liaison work.

What is to become of the present direct staff of the Backward Class Department? The posts of Assistant Directors would automatically become superfluous. So, also, would be the posts of Backward Class Welfare Officers. But where the work is likely to be heavy the Backward Class Welfare Officers may be posted as special Head clerks or P. As. to the Collectors for looking after the Backward Class Welfare Work. It may perhaps ~~be~~ be necessary to improve the status of the Director by making him Joint Secretary to Govt. A separate Departmental organisation at the Secretriat level would, thus, be available. This would strengthen the policy-making machinery of the Department.

The second scheme envisages the giving of general financial control to the Backward Class Department in respect of all Backward Class schemes. At present many of the schemes are executed by other Departments and in many cases there is hardly any control of the Backward Class Department. The result is that this Department is unable to supervise the execution of the welfare schemes. One way out of this is that the Backward Class Department should itself execute all the schemes. This is clearly impossible because it would require a huge staff. The only other course is to keep all the money for these schemes at the disposal of the Backward Class Department which should make available funds for the schemes after satisfying itself that the previous allotment has been properly utilised. This power over the purse would make other Departments responsible to the Backward Class Department because the funds for these schemes must come from it. At present the funds are placed at the disposal of some other Department. This does not leave any control with the Director of Backward

Welfare ove the schemes. The above arrangement aims at giving this control over the purse.

The above two schemes are given with the clear understanding that it is impossible for the Backward Class Department to execute all its schemes itself. The schemes are in some cases technical and they cover such a wide range of work that one Department alone cannot execute them. The question of giving powers to the Backward Class Department then becomes very difficult. The Backward Class Department will necessarily continue to be partly an executive Department and mainly a liaison Department. To strengthen such a Department is not easy. The easiest way, as already pointed out above, is to borrow the cloak of executive authority and work through the Revenue Department. This scheme would, also, be the most effective. The other two schemes do not go the whole way and may not in practice make the Backward Class Department more effective. I am, therefore, strongly in favour of the first scheme.

The following suggestions have been made in the note received from Minister, F.D. in regard to the administration of the B.C.D.:-

(1) The Revenue Officers should be made Ex-officio Officers of the B.C.D.

(2) The posts of Asstt. D.B.C.W. should be abolished;

(3) The posts of B.C.W.Os. should also be abolished; Where, however, the Backward Class work is particularly heavy, these officers may be posted as head clerks or personal asstts. to the Collectors.

(4) The D. ..... should be made p.t. Secy. to the Govt. and

(5) The entire funds for the amelioration of the Backward Classes should be placed at the disposal of the B.C.D.

These suggestions are discussed below:-

Suggestions (1) (2) & (3):- The underlying idea is that the B.C.D. may be able to get the advantage of prestige of the R.D. Officers. The suggestion is not new. A similar, if not identical, suggestion was made by the Estimates Committee in its report of 1951-52. The suggestion would be open to the following objections:-

(a) The R.D.Officers viz., the Collectors, Prant Officers, Mamlatdars etc., are usually busy officers. It is doubtful whether they can undertake B.C, amelioration w work as an addition to their normal activities. I am very doubtful whether the optimism expressed in the note that the straw of B.C.work will not break the camel's back will come true in practice.

(b) Even assuming that the Revenue Officers will be able to undertake this additional work, the part which they can play will necessarily be limited. They can at the most expedite the disposal of cases relating to grant of lands, grant of Tagai loans and ensuring that the tanks, temples, places of public entertainment etc. are thrown open to the Harijans.

As regards grant of lands under the latest orders vide R.D.Resoluti-on of 20th Aug. 1954, the B.C.O. comes very prominently in the picture and no disposal of land to persons other than B.Cs. can take place without his cognizance and concurrence. The Revenue Officers under the aforesaid suggestion can at the most expedite the disposal of th se cases. About throwing open tanks, wells, temples, places of public entertainment etc. to the Harijans, the help of R.D. Officers would no doubt go a long way. But this help they can render even without being appointed ex-officio officers of the B.C.Deptt. The R.D.Officers will not be of any use in securing the educational uplift of the B.Cs., in promoting industry among them, in fostering cooperative movement among them and in various matters pertaining to the economic developmentof the B.Cs.

For this purpose, the B.C.D. will necessarily have to rely on the intiative and enterprise of the concerned Deptts. The Collector as the Head of the Distt. Dev. Bd. can eve without being appointed as Jt. Dir. of B.C. W Welfare in the Distt. help in this regard. The co-operation of the Revenue authorities wi will always be welcome. But, if this co-operation is sought to be achieved by retreching the posts of B.C.W.Os. and Astt. Dirs, who are virtually the eyes and ears of the VB.C.Deptt.. the remedy may prove worst than the disease.

Suggestion (4) :- The appointment of the D.B.C.W. as Jt. Secy. to Govt.

It is very doubtful whether anv improvement can be expected as a result of this suggestion. It was tried in this Deptt. in the past when the D.E. was appointed as Jt. Secy. to Govt. in the E.D. As D.E. he submitted one proposal and as Jt. Secy.he had on several occasions to note against it. This placed him in a very embarassing position That experiment was therefore given up Similar difficulties are likely to arise if the D.B.C.W. is given the status of a Jt.

Secy. Moreover, with his Headquarter in Poons, it will be difficult for him to maintain himself in constant toudh with the various Sectt. Deptts. and secure coordination at the level w ich perhaps is the reason underlying this suggestion. Such coordinat on cannot be secured by the appointment ofthe D.B.C.W. as Jt. Secy., but by having in the Sectt., an officer meant exclusively for Backward Class Work.

Su ggestion (5):- Placing the entire amelioration funds at the disposal of the D.B. C. W.:-

The suggestion appears attractive at first sight but will involve a number of administrative difficulties. In the first place, at present concerned Deptts. are administering these provisions, preparing new schemes and getting those new schemes sanctioned by Govt. If the suggestion is accepted, it will be for the B.C.D. to itself initiate schemes, submit the necessary new items and get the new items sanctioned by Govt. Considering the way in which schemes are prepared and new items submitted by the D.B.C.W. I do not think that his office will manage the work better than at present and secondly this will mean considerable addition to his work for which he might ask for additional staff. Further, placing the entire provision at the Dir's disposal might lead to considerable correspondence and delay. Every time, the Head of the con-

concerned Deptt. would have to approach to the Dir., seek his a proval and get the necessary funds from hi . I am very doubtful whether this suggestion will lead to any improvement. Any way it is worthwhile giving a trial. We have placed the entire provision for eradication of untouchability at the Dir's disposal although the schemes pertain to various Deptts. Similarly, it is also proposed under pps. which are under u.o. ref. to A.G. to place the entire provision for the welfare ofex-C.Ts. at the Dir's disposal...L et us see how this arrangement works. If it works well the suggestion can be considered.

At present the B.C.D. has a staff of 1 D.B.C.W., 5 Asstt. Dirs. of B.C.W., 1 P.A. of the status of the Dy. Collr. and 17 B.C.W.Os of the status of II nd Grade Mamlatdars. The B. C.D. pays grants to non-Govt. B.C.Hostels ~~xxxxx~~ ~~xx~~ gives lump sum scho arships to B.C. pupils and distributes propaganda grants to voluntary agencies working for the uplift of Backward Classes. All other schemes pertaining to the welfare of the Backward Classes are planned and executed by the concerned Deptts. the B.C.D, functioning only in liaison capacity. The present problems of the Deptt . are:-

(1) The schemes are not planned properly. There is no proper coordination between the schemes; and

(2) The execution of the schemes are also not ensured on a satisfactory basis with the result that the B.Cs. do not get full return of the money spent on their amelioration.

It was for this reason that I had suggested in my note on the main papers that there should be at the head quarters 3 experts, one in educational matters, one in Land Revenue matters and one in cooperation and industries whose duty it would be to frame schemes that would do real sevice to the B.Cs., to ensure that these schemes are implemented satisfactorily and to give Govt. correct advise on the various questions pertaining to the welfare of the B.Cs. It was also suggested in that note that for every district there should be one B.C.W.O. Reorganisation o the lines proposed in that note may perhaps serve interests of the B.Cs, in a better way.

Id/-
16/10/54.

One advantage of making the Revenue Officers ex-officio officers of the B.C.Deptt. would be to utilise their prestige etc. for eradication of untouchability. Matters pertaining to grant of land and tagai to B.Cs. would also be expedited if the Revenue Officers are ex-officio officers of the B.C.Deptt. However the proposal would not have much effect as far as improving the economic conditions of the B.Cs. are concerned. For improvement of the economic condition, schemes for the development of cottage industries, improvement of agriculture, formation of cooperative societies etc. have to be undertaken. These Dept.s do not function directly under the Collr. and as such even if he is placed in charge of B.C.Work, it would not make much difference as far as results are concerned. The Collectors are overworked and it may not be possible for them to look to this addl. work unless they are specially interested in it. Besides there is large B.C. population in almost every district and as such a large number of Personal Assistants to Collectors will have to be appointed. A better course would perhaps be to associate the officers of the various depts. e.g. the District Agricultural Officer, & District Officers of

the Cooperative and Cottage Industries Dept. etc. with the Backward Class Sub Committee of the District Development Board. The Collr. may perhaps be the chairman of this sub committee. The Backward Class Welfare Officer of the District should function as Secretary of this sub committee. Such a reconstituted sub committee would be really useful in ameliorating the condition of the B.Cs.

As regards making the Dir. of Backward Class Welfare Joint Secy. to Govt., one of the main difficulties would be that his office is located in Poona and as such he would not be able to function effectively as an officer of the Sectt. It would be difficult to shift his entire office to Bombay. Besides, it is desirable to have a separate head of Dept. to work in cooperation with the other heads of Depts. like the D.E., the Dir. of Agriculture, Registrar of Cooperative Societies, Joint Registrar of cooperative Societies etc. as far as their work pertaining to amelioration of B. Cs. is concerned. As these Heads of Dept.s are in Poona, it is a district advantage if the D.B.C.W. is also in Poona. The coordination and planning at the Sectt. stage can be done in the Sectt. itself. We are strengthening the staff in the Sectt. for this work and the

E.P.C. has already agreed to give an addl. branch and an addl. Asstt. Secy. who will be mainly in charge of this work. There would, therefore, be no particulr advantage in having the D.B.C.W. as Joint Secy. to Govt.

As regards the fifth suggestion for placing the entire amount spent on the welfare of B.Cs in the hands of the D.B.C.W. it does not appear to be feasible, as provision for the amount spent by the various depts. As such they have to operate on their own budget heads and it may not be possible for the D.B.C.W. to give them special amounts for the welfare work done by them. M.F.D. desires to discuss this case with the Secretary.

Id/-
20/10/54

I shall put up proposals to Government after inspection of the Director of Backward Class Welfare Offices in December or January.

Id/-
29/10

The question of the reorganisation of the Backward Class Department has now been under consideration for some time. The Estimates Committee in para 16 of its second interim report 1951-52 had made certain recommendations which were examined but no final decisions were taken for the reasons set out in the note at pp. 1-3 ante. The problem has been discussed at various levels and in the light of my experience of the working of the Dept. as well as the detailed inspection of the office of the Director of Backward Class Welfare, which I had recently undertaken, it is possible to formulate certain definite proposals for the consideration of Govt.

2. I have examined several suggestions to make the B.C.Dept. more effective. The note at p. 21-27 ante, which was handed over to me by M(F.D.) some time ago, has also been considered. At the outset, it must be recognised that so long as the B.C.Dept. has neither the machinery with which to implement the various schemes relating to the B.Cs, nor financial resources separately assigned to it for the purpose of these schemes it cannot produce 'results' in the same manner as any other dept. armed with executive authority and the power of the purse. For reasons, which need not be gone into here at length, I do not think it feasible for the B.C.Dept. to create independent machinery of

its own to implement the various schemes--. Educational, Co-operative, Agricultural, etc. Administratively also, the suggestion that, though the implementation of the schemes may be with the dept.s concerned, the funds for these purposes should be placed at the disposal of the B.C.Dept., will not be workable. This arrangement will only lead to delay and friction. The suggestion that the functions of the B.C.Dept. should be ~~disc~~ discharged by revenue officers has been considered several times in the past and the conclusion has been r reached that not much will be gained i n the way of effectiveness and efficiency in such an arrangement. It is only at the level of the Collr. that co-ordination, guidance and an overall supervision in regard to schemes relating to B.Cs. can be effected, but it is extremely doubtful whether at the lower levels i.e. that of Prant Officer and Mamlatdar the assignment of B.C. functions to these already over-worked officers would be desirable, quite apart from the fact that the revenue officers are concerned with only a fractional part of the range of the B.C.Welfare activities.

3. Whilst the limitations of the B.C.Dept. must be recognised in the light of the observations made above, the question of making the /0% B.C. Dept. a more effective agency for co-ordination has to be pursued. I am convinced that the efficiency with which the Dept. works will ultimately depend on the choice of the right personnel to man the various posts in the Dept., from the Director to th Director to the B.C.W.Os. This may be stating

the obvious but it is, I am afraid, not fully realised that a dept., shorn of executive power or financial control, cannot produce 'results' unless its officers are persons of more than average calibre, possess executive ability and drive and are imbued with a fair measure of missionary zeal. There has been a tendency to dump on the Dept. the 'not wanteds' of other Dept.s and the result has been a weak and ineffective team. No scheme of reorganisation can be of any avail, unless care is taken to choose the right personnel for the Dept.

4. Coming now to the reorganisation of the Dept., it may be stated that the office of the B.C.Dept. has at present a staff of 1 Director of Backward Class Welfare, 5 Asstt. Directors, 1 P.A. of the status of the Dy. Dir. and 17 B.C.W.Os of the status of a secondary Mamlatdar. My recent inspection of the Director's office revealed the following defects in the present set-up:-

(1) Owing to an increase in the range and intensity of the B.C. activities in the districts, mainly on account of the large financial subvention made available from the G. of I., the existing team of B.C.W.Os cannot discharge efficiently the duties expected of them. In some of the heavier districts the B.C.W.O. will require additional help. Elsewhere the jurisdiction will have to be confined to one district.

(2) The B.C.W.O. is not fully utilised in following up' schemes being implemented by ther dept's. Really speaking, the B.C.W.O.

should regularly keep the D.B.C.W. informed of the progress of every scheme being executed by the other depts. Not only this, but it should also be his main function to keep in constant touch with the district officers so as to ensure that effective progress in the implementation of the schemes is maintained.

(3) The Asstt. Directors of Backward Class Welfare have not actually proved to be very effective in their respective jurisdictions.

For one thing, each Asstt. Dir. has 4-5 districts in his charge and this makes difficult the supervision of the work of the B.C.Welfare Officer as well as the 'follow up' of the various schemes in the districts. Many of the duties now being performed by the Asst. Dirs. can and should be performed by the B.C.W.Os.

(4) My recent inspection of the officer of the Director confirmed the impression I have had for some time now, viz. that the Dir. is getting more and more involved in office routine and has not been able to tour extensively and maintain constant personal contacts with the Heads of Depts. with a view to watching the progress of and expediting the implementation of various schemes. It is true that during the past year or so owing to a large no. of reports and statistics required by the State and the Central Govts. as well as the initiation, preparation or consolidation of proposals relating to the welfare of the B.Cs, there has been a great increase in the office work of the Director. As has been brought out in the detailed inspection, memorand

(copy placed below) the condition of the office of the Director is very ~~xxxx~~ unsatisfactory and this in my opinion, is largely due to the fact that th e supervisory staff is not only meagre but inexperienced with the result that the entire brunt of running the office falls on the Dir. and the P.A. Moreover, the office has to scrutinise and comment on a large no. of schemes of which it has no experience or background, e.g. Educational, Agricultural, Co-operative Schemes. The result is that the proposal's received from the Heads of Depts. are not critically examined and are sent up to Govt. in a half baked condition. It is obvious, therefore, that ~~s~~strengthening of the office, both at the supervisory and officers' level, is absolutely essential. It is, moreover, necy. to have officers who have some experience and training in some of the main branches of welfare activities, e.g., Educational Co-operative, Revenue, etc.

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5. I have listed above some of the main defects noticed in the present working of the Dept. and after much consideration I would make the following proposals in order to increase the efficiency and effectiveness of the Dept.

(1) It will be necessary to have one Backward Class Welfare Officer for every district. It may be recalled that a new item has been admitted in the budget providing for the creation of posts of 11 B.C.W.Os which , with the addition of the existing 17 posts, would enable one officer to be located in every district. I have considered the linking of certain small districts like Amreli and Kanara with the adjoining districts, but do not think that the arrangemen will work.

On the contrary, it will reduce the effectiveness of the B.C.W.O. So far as the Dangs Dist. is concerned, a separate officer is not necy., as the entire population of the district consists of the Scheduled Tribes whose interests are the sole concern of the Collector. In all, therefore, 10 B.C.W.Os provided for in the new item. I would suggest that the question of making these posts interchargeble with the posts of II grade Mamletdars may be taken up and pursued separately.

(2) The office of the B.C.W.O. at present consists of one junior clerk. In the heavie districts the present clerical strength is found to be inadequate and this will be even more so after some o the work now being discharged by the Asstt. Directors of B.C.Welfare is delegated to the B.C.W.Os. I propose, therefore, that in the following districts a post of senior clerk should be sanctioned :-

B.C.W.O.	Reasons
1. Greater Bombay	Large no. of school-going B.C. Pupils and B.C. Hostels.

	B.C.W.O.	Reasons
2.	Ahmedabad	Large no. of school-going B.C.pupils and B.C.hostels.
3.	Panch Mahals	Large no. of B.C.pupils, large S.C. population and large no. of B.C.hostels.
4.	Surat	Large no. of B.C.pupils & B.C.hostels.
5.	West Khandesh	-do-
6.	East "	-do-
7.	Poona	-do-
8.	Sholapur	-do-
9.	Thana	-do-

(3) Of the existing 5 posts of Asstt. Dirs. of B.C.Welfare, ~~5xx~~ 3 should be transferred to the office of the D.B.C.W. in the present scale; they will be eligible for D.A. and T.A. and they will be given one peon each, 2 posts of Asstt. Dirs. may be abolished. The office staff of the Asstt. Dirs. consists of 1 senior clerk and 2 junior clerks. Of the 5 posts of ~~5~~ senior clerks ~~4~~ and 10 posts of junior clerks, all the former will be required for the purposes indicated in para 5(2) above and the 10 posts of junior clerks will be required for the 10 posts of B.C.W.Os proposed to be created in para 5 (1) above. The office of the Dir. will, therefore, consist of - 1 Dir., 1 P.A. (the existing post), and 3 Asstt. Dirs. of Backward Class Welfare in charge of Education, Co-operation, Industries, and Land matters respectively. The P.A. will be in charge of Establishment and Administration. Though I had in the Inspection Memo. proposed a fourth post for purposes of inspection, on further consideration

purposes of inspection, on further consideration I feel that this may not be necy. It should be possible for the Dir., when in Hd. Qrs., to send one of hi Asstt. Dirs. either for inspection and/or for purposes of misc. wnquiries.

(4) So far as the office of the Dir. is concerned, I would recommend the creation of the following posts, the justification for which has already been set out in para.4 of the Inspection Memo placed below:-

One Supdt. in the grade of Rs 200-300
Two Hed Clerks in the grade of 150-10-200
One Senior Clerk in the grade of 100-8-140

(5) As stated earlier, the office of the Dir. suffers from a lack of background knowledge and experience of various departmental schemes. It is fundamental, therefore, for the success of the reorganisation scheme proposed here that the three Asstt. Dirs. who are proposed to be located in the Dir.'s office, should be drawn from the main Depts. which implement schemes relating to the B.Cs. Officers of the Education, of the Co-operative and of the Revenue Depts. respectively should, therefore, be appointed to the three posts of Asstt. Dirs. As I have pointed out earlier, the persons deputed from other depts. have not been of a high calibre. Members of the other depts. are in fact reluctant to come over to the B.C.Dept. in the absence of any incentive or prospects for promotion. In order to remedy this state of affairs, it should be made clear that a good record in the B.C.Dept. in respect

of a deputed officer will be an important factor in considering his promotion to a higher post on reversion to his parent Dept. In addition, I feel it is necy. that some financial incentive should be given. I would, therefore, propose that [illegible], the posts of P.A. and Asstt. Dirs. which are proposed to be filled by officers deputed ffrom other depts., should carry a special pay of Rs 50 p.m.

6. The financial implications of the above proposals are contained in the appended statements. I would urge that the staff proposals should be accepted. The total budget of the B.C.Dept. is now in the neighbourhood of Rs 2.50 corres roughly. From the G. of I. we receive a substantial grant to the extent of Rs 30 lakhs and this is likely to increase steadily. It is also very likely that the B.C.Commissioner's recommendations will result in further burdens and [illegible] responsibilities being passed on to the Dept. In these circumstances, it is necy. to ensure that full value is received for the large amounts being spent on amelioration of B.Cs. Actually a provision of Rs ~~99~~ 90,000/- has been made in the next yearis budget in the new ~~it~~ item relating to the creation of posts of B.C.W.Os., whereas the net extra cost of the proposals made in this note would amount to only Rs 65,330/- i.e. these will be an actual saving of Rs 24,670/-

7. Apart from the staff proposals made above, the following measures would appear to be necy. to increase the efficiency of the Dept. -

(1)

(1) There must be greater co-ordination at the Secretariat level. For this purpose periodical meetings of Secretaries of the Depts. concerned, presided by M.(BCD), should be held. No rigid rule should be laid down regarding the frequency of these meetings, as this will depend on the volume of business to be transacted. Nor is it necy, for all Secretaries or their representatives to be called at the same time. Discussion with officers of the individual depts. appear to be far more effective.

(2) It is also essential that at the level of the Director, he should make it a practice of meeting the Hds. of Depts.m most of whom with which he is concerned are actually located in Poona. He should arrange to meet them at least once a month and send the minutes of his discussions to Govt. for information.

(3) Though Govt. in the past has repeatedly impressed on Dstrixt Officers the responsibilities with regard to the B.Cs., the response so far has not been very adequate; nor is co-ordination brought about effectively. It is true that there is a sub-committee of the Rural Dev. Board known as the B.C.Welfare Sub-Committee, of which the Vice-Chairman of the Rural Dev. Board is the Chairman, but I feel that the Committee would bring about more effective co-ordination if it were presided over by the Collector. This would also enable the Collector to exercise a general supervision over the work of the B.C.W.O.

8. F.D. may see with regard to the proposals for the staff. The Reorganisation Scheme, as visualised in this note, may be brought into effect

1-4-1955. Spl. Secy. P. & S.D. may also see.

Id/-
28/1/55

Id/-
3/2/55

Spl. Secy. P. & S.D. Id/-
3/2/55
C. S.
Dy. M.(B.C.D.)
M.(B.C.D.)
C.M.

Secretary / Educational Department, has formulated well-reasoned proposals with which I am generally inclined to agree. The work of securing Co-ordination at Sectt. level should now be easier in view of the / appt. of Jt. Secy. (Shri Rajwade)

Sd/-
(M.D.Bhansale)

Id/-
7/2/55

After long discussions we consider the proposals put ~~xf xx~~ up by the Secy. are the best for the present.

Id/- J.D.T(PASE)
8/2

STATEMENT A

COST on account of creation of 10 additional posts of B.C.W.Os.

		Rate Rs	Monthly cost Rs	Annual Cost Rs
10 Backward Class Welfare Officers.				
	Pay	250	2,500	30,000
	D.A.	60	600	7,200
10 Clerks	Pay	46	460	5,520
	D.A.	45	450	5,400
20 Peons	Pay.	30	600	7,200
	D.A.	35	700	8,400
P.T.A. to B.C.W.Os. (10)		126	1,260	15,120
Contingencies				2,000
			6,570	80,840

(approximately Rs 800/- per B.C.W.O.) on the basis of the figures shown in the new item submitted for 11 addl. posts.

STATEMENT B

Saving resulting from retrenchm nt of 5 posts of Assistant Directors of Backward Class Welfare.

5 post of Asstt. Directors.

		Rs	Rs	Rs
	Pay	350/-	1,750	21,000
	D.A.	80	400	4,800
	P.T.A.	157/8	787/8	9,450.
5 posts of Senior Clerks.				
	Pay	100	500	6,000
	D.A.	45	225	2,000
10 posts of Junior Clerks				
	Pay	46	460	5,520
	D.A.	45	450	5,400
15 peons	Pay	30	450	5,400
	D.A.	35	525	6,300
	Total		5,547/8	66,570

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STATEMENT C.

Additional cost on account of reorganisation of Head Office.

	Rate Rs	Monthly cost Rs	Annual cost Rs
1) 3 Asstt. Dirs.			
Pay	350	1050	12,600
D.A.	80	240	2,880

Spl.	Pay	50	150	1,800
P.T.A.		157-8-0	472-8-0	5,670
2). Special Pay to P.A. to D.B.&.W.		50	50	600
3 peons to Asstt. Directors.				
	Pay	30	90	1,080
	D.A.	35	105	1,260
	T.A.			
3) One Supdt.				
	Pay	200	200	2,400
	D.A.	55	55	660
2 Head Clerks				
	Pay	150	300	3,600
	D.A.	50	100	1,200
One Clerk				
	Pay	100	100	1,200
	D.A.	45	45	540
	Total :		2,757-8-0	35,400

Statement D

Cost on account of creation of 9 additional post of sr. clerks.

) posts of sr. clerks.

Pay	100	900	10,800
D.A.	45	405	4,869
	Total	1,305	15,660

Net extra-annual cost = Rs 65,330/-

Approximate extra cost:

Submitted with reference to Secy. Ed's note of 28/1/ 55 agreed to by Govt.

2. In the light of the proposals submitted in that note further action will have to be taken as follows:-

(a) Abolish the five posts of regional Asstt. Dirs.,

(b) Create 3 posts of Asstt. Dirs. in the head office to deal with educational industrial and land and allied matters and request the E.D., D.D. and R.D. respectively to lend suitable officers to fill these posts;

(c) Create 10 addl. posts of B.C.W.Os. and appoint suitable officers to these posts in consultation with the P. S.C.

(d) Distribute the staff and work of the regional Asstt. Dirs. among the B. C.W.Os;

(e) Create addl. posts of Supdt., Head Clerk etc. in the head office.

These points are discussed below:-

3. Abolition of posts of regional Asstt. Dirs. :- These posts can be abolished only after the 10 addl. B.C.W.Os. are appointed and take over charge.

There are at present 5 posts ofregionalAsstt. Dirs. Three of these posts have been filled by the transfer of Dy. Collrs. lent by the R.D. - viz. Sjt. Jadhav, Sindha and Naik. The R.D.- xxx. may be requested to take back these officers.

One post is earmarked for the promotion of B. C.OW.Os. It is held substantively by Shri P.C. Dave who is at present working as Regional Asstt. Dir. In Shri Dave's vacancy, Shri Nanavati, a promoted B.C.W.O. is at present offg. xShrxxxNanavaxxx, xxpxxxmaxexdxR.CxWxOx xxxxx Shri Dave holds the post substantively. With the abolition of the post, a question of finding out a post for him will arise. In the new set up, there will be a P. A.'spost at Head Office in addition to the 3 posts of Asstt. Dirs. The P.A. post should be meant for the promoted staff. This post is at present temporary. The question of making permanent the temporary posts in the B.C.D. was kept pending final orders on the reorganisation question Now that the reorganisation question has been settled the question of making permanent the temporary posts in the B.C.Deptt. may be taken up separately. The P.A's post has been in existance since 1947 and will have to continue for a considerable number of years to come. When the post is made permanent,

Shri Dave's lien may be transferred tothis pos post and he may be appointed to it if and wher he reverts to the B.C.Deptt. (whichis most unlikely). Till he reverts (which is unlikely), Shri Nanavati, a promoted B.C.W.O. may be appointed as P.A. subject to the remarks in the following sub-para.

The fifth post of Asstt. Dir. isheld by Shri R.K.Gadekar who was till recently working as the Dir's P.A. Shri Gadekar hails from the E.D. and has a lien on an A.O's post in the B.E.S. Class II . He was working as P.A. since 1947 till last year whenhe was transferred as Asstt. Dir. because his work as P.A. was not quite upto the mark. With the abolition of the Asstt. Dir's post there will be 3 alternatives for Shri Gadek ar:-

(i) ~~x~~ Transfer him to the R.D. as Dy. Collr.

(ii) Revert him to the E.D.

(iii) Reappoint him as P.A.

The Asstt. Dir's posts are encadred with the Dy. Collr's posts. Shri Gadekar's transfer as Dy. Collr. willtherefore be in order. In the past, one such officer Shri Save- was accepted by the R.D. as a Dy.

Collr. To revert him to the E. D. as a B.E.S.Cl. II officer will mean very consider able loss to him.

As he was specially transferred away from the P. A's post on the ground of unsuitability, it would not be desirable t reappoint him as P.A. In the circumstances, the only reasonable course would d be to transfer him as a Dy. Collr. in the R.D. R. D. The R.D. may be requested to agree.

4. Creation of 3 posts of Asstt. Dirs in the H Head Office : -

The decisions of Govt. are:-

1) Three posts of Asstt. Dirs. in the present scale i.e. Rs 350-650 should be created at the head office.

2) These officers should deal with educational, industrial and land matters and should b e appointed by transfer of suitable officers from the E. D., D.D. and R.D. respectively;

3) These officers should get a special pay of Rs 50/- p.m. The P.A. should also get a spl. pay of Rs 50/ - p.m.

As regards the R.D. officer to deal with land and allied matters, there should be no difficulty. The scale of th Asstt.Dir's post- Rs 350-650 is the same as that of Dy.Collr's post. The R.D. may be requested to spare an experienced Dy. Collr. for this post. If the R.D. has

no objection Shri Gupte the present P.A. may be appointed to one post. During the recent inspection of the Dir's office, I had an opportunity to see Shri Gupte's work. He should do well in the Asstt. Dir's post. In addition, he will be of some help to Shri Nanavati or Gadekar who are likely to be appointed as the Dir's P.A.

As regards the officers to be drawn from the E.D. and the Industries or Co-opve. Deptt. the problem is bit complicated. The intention isthat we should have experts in Educational and industrialmatters as Asstt. Dirs. For this purpose we must have class I officers. The Class I scale is Rs 350-1100 i.e. much more thanthe scale of the Asstt. Dirs. viz. Rs 350-650. Most ofthe Class I officers ofE.D. are junior persons drawing a pay of less than Rs 650 whichis the maximum of the Asstt. Dir's scale. Similar may be the case of the officers of industries and Co-ope ative Deptts. We may therefore have Class I officers on deputation from these Deptts., fix their pay in the Asstt. Dir's sc scale by giving them the next higher stage of their present pay, and allow them to count their service as Asstt.Dirs. in their

P.T.O.

regular cadre. The F.D. may see for concurrence. The accompanying draft letters to the E.D., D.D., and R.D. are put up on this assumption.

5. Creation of 10 addl. posts of B.C.W.Os.- Govt. has decided to create 10 addl. posts of B. C.W.Os. so that of the 28 Distts. in the State, 27 will have B.C.W.Os. It has been decided that there is no need for a separate officer for the Dangs Distts. Appointments to these posts will have to be made.

In addition to these 10 posts, 2 more posts as follows will have to be filled:-

1) One post falling vacant as a result of the proposed reversion of Shri Sadre.

2) One post falling vacant as a result of retirement in Oct. next of Shri B.Y.Upashi. Shri Upashi may go on leave preparatory to retirement and the question of filling his vacancy will soon have to be taken up.

Actually we shall therefore have to take up the question of filling 12 posts. These posts are at present filled either by direct recruits or by promotion of the ministerial with the P.S.C. that 25% of the posts of B.C.W.Os. sh

should be filled by ø ø/ø/ø/ø/ø/ø-Promotion. Of the 12 posts, 3 posts wi l therefore go to the ministerial staff of the B.C.Deptt.

As regards the fill ing of these 3 posts by promotion the Dir. (Shri Chaoudhary) had observed that except for Shri Budihal there was no person in his office who could be considered for the B.C.W.O's posts. This is rather unfortunate. On the one hand, as the recent inspection of the Dir's office revealed, there was discontent among the staff because of stagnation. On the other hand, no person is considered fit for promotion. The inspection revealed that there were some persons who could at least be tried as B.C.W.O.s. Not filling the posts by promotion islikely to affect adversely the tone ofwork in the Dir's office. We may therefore put up the names of suitable persons to the Commission for consideration andappoint 3 senior persons in the Dir's office on trial as B.C.W.Os. Three out of the 12 posts may thus be filled by promotion ofpersons from theDir's office. The Dir. may be asked to submit proposals in this regard.

As regards the remaining 9 posts, it wou

itwould not be desirable to fill al l of them from dir·ct recruits. The direct recnuits will probably by junior inexpe ienced persons and to appoint all ofthem at one stretch will resutl in stagnation. A better course would be to fill 4 posts by dir·ct recruitment and5 by transfer of 2nd Mamlatdars from the R.D.

The B.C.W.Os. posts are of the same cadre as that of 2nd grade Mamlatdars. With their experience of administration add revenue matters they will be more useful than direct recruits. Any way, the experiment is worth giving a trial. By this method, we can have also officers knowing the various regional languages of the State. Our experience of direct recruits is that a vast majority of them are drawn from Marathi speaking tracts with the result that there have been many difficulties in transferring them toGujarati or Kannada Distts.

To sum up, of the 12 posts ofB.C.W.Os. to be filled shortly-

3 may be filled by promotion of senior pe sons in the Dir's office.

~~4~~ 6 may be filled by direct recruits.

3 may be filled by the transfer of 2nd grade Mamlatdars from the R.D.

The above proposals are for orders.

The question of the Dangs Dostt. will have to be considered. There are 5 hostels maintained by voluntary agencies in that Distt. Some vol. agencies are doing propagenda work in this Distt. Theyb receive grant from the B.C.Deptt. The Collr. will not be able to deal with this work. The B.C.W.O. Nasik may as at present, be placed in charge of this Distt. The coordination work will of course have o be done by the Collr. of Dangs as the entire population of this Distt. consists of S.Ts.

6. Creation of addl. ministerial posts in the Head Office:-

Govt. has decided to create the following ministerial posts in the Head Office:-

One Supdt. in the grade of Rs 200-300.

Two Head Clerks in the grade of Rs 100-8-140

The creation of these posts may be sanctioned.

The posts of Supdts. in the Dor's office ar within the purview of the Commission. The Dir. will, therefore, have to be asked to submit proposals for filling the post. Thereafter the Commission will have to be consulted.

7. Redistribution of Staff:-

The retrenchment of the posts of Asstt. Dirs. will mean retrenchment of some of their ministerial and inferior staff and the transfer of others either under the new B.C.W.Os or at

the head office. The Dir. will have to take action in this regard.

8. Date for the proposed reorganisation:- The various proposals are interlinked. The Asstt. Dir's posts cannot be retrenched unless we get men from the R.D. E.D. and D.D. for the head office an undless the 12 posts of B.C.W.Os. are filled. This will mean consultation with the Commission which will have to advertise some of these posts. This may take time. The proposed reorganisation may therefore be brought into force from 1/6/55 instead of 1/4/55 as decided upon originally.

9. As a preliminary step, the proposed draft letters to the R.D., D.D., E.D. and Dir., B.C.W. may first issue. The draft letter to the P.S.C. in regard to the B.C.W.O.s. posts will be put on receipt of orders. It is presumed that the P.S.C. need not be consulted in regard to the transfer of E.D., R.D. and D.D. officers as Asstt. Dirs. The P & S.D. may be requested to confirm the presumption.

10. Jt. Secy. may first discuss the matter with the D.B.C.W. who will be in B'bay to day in connection with the making of Sarvodaya Sanchalakas

Id/-
26/2/55

directed Id L.G.R(JWADE)

D.D.(B C R H)

The accompanying draft letter to the P.S.C. requesting it to advertize posts of BCWOs. communicate etc. recommendations before xhx third April xx x is for approval.

2. A note has separately been sent to the As (Shri) requesting him torecommend a parsel of 3 names for appointment as As. Dir. in charge of matters perbaining to the economic uflift of the xx.B.C.

3. As complete imformation regarding qualifications previous DExperience xxxthxx xx xxxx mother tounge etc. of Ast. Dirs. and B.C.W.Os. is not available in this office, the D.B.C.W. has been asked or phone to furnish it very urgently. It is expected to be received tommorow.

Id/-
4/3/55

Since the above note was recorded by Assistant Secretary I have gone & discussed the matter with the B.C.W. at Poona & of his senior staff. My marginal comment may please be xxxx seen & letter to P.S.C, (at p. 27-28)approved.

Id/-L.C.R(AJWADE)
15/3

D.M. B.C.D. Id/-
16/3/55

to
I wish/discuss with the Jt. Secy.

Id/-
19/3

The Government Letter on p. 35-39 having been iss issued, the papers are submitted for further orders.

2. In particular, orders are solicited on the following points:-

(a) Who should be appointed as P.A. to the D.B.C.W.?

(b) Who should be appointed as Ast. Dir. in charge of land matters?

(c) Who should be appointed as Ast. Director in Charge of economic matters? The recommendations of th the R.C.S. have since been received and with be found at pages 43-44/C

(d) Who should be appointed as Ast. Dir in charge of Educational matters?

(e) Should the 2nd grade Mamlatdars who will be ~~xixix~~ taken up as B.C.W.Os be given a spl. pay like h the Ast. Directors?

The question as to who among the ministerial staf staff of the B.C.Deptt. should be promoted to the 3 posts of B.C.W.Os to the addl. post of Suptd. may be considered on receipt of the proposals called per from the D.B.C.W. in the Governm Government letter at pages 23/24/c.

3. It has been proposed that the RD, DD and ED officers who will work as Ast. Dirs. on deputation should have their pay fixed by giving them the next higher stage in their original grade and should be allowed count their services as Ast. Dir for purposes of seniorely and in the regular grade. The concurrence of F.D. in this proposal will be neces ary.

Note:- The personal file of Shri Gadekar & Shri Naik are put up as dis

Id/-
24/3

4. It may also be ~~umx~~ necessary to obtain the concurrence to the appointment of particular officers from the ~~V/~~ V.A.R.D. as Ast. Dirs. The P & S.D. may be requested u./o to advise.

Id/-
24/3/55

Decission on (a) to (c) would not mon are available & only a selection has to be made with regarding to (d), Education Department should be consulted at once & asked to consider eligiblity of Shri Gadekar who is now working as Asstt. Dir. Nasik.

With regarding to (e) I should regard it necessary to attach sense spl. pay to attract II grade Mamlatdars. As Govt. have decided to give Asstt. Directors and Spl. Pay of Rs 50/ Backward Class Welfare Office, may be given Rs 30/- per month

Financial Department may be requested to agree to this with a view to . . . a push to required backward Class activity.

Id/-
25/3

The draft letter at p 21/c, as may issue after u.o.r/. to the Finance Department.

Id/-
25/3

u.o.r. to the F.D. dated the 28th March -

Please see Secy. R.D.'s note dated the 26th May 1955 on page 35 to 43/N concurred in by Secy. F.D.

The papers have been referred to this department on the following points.

(1) Grant of Spl. pay of Rs 30/- p.m. to B.C.Welfare Officers in order to attract II grade Mamlatdars on the anology of spl. pay of the Rs 50/- p.m. already agreed to the case of Asstt. Dirs. of Backward Classes.

(2) Manner of fixationof pay of Asstt. Directors.

The present grade of B.C.W.O.s is Rs 250-15-325- Ten new posts will be created in addition to the existing seventeen to make up 27 posts for 29 districts Dangs excluded for the reason at 'A' on P. 39/N The question of filling up the ten posts is discussed on p. 54 & 55/N. F.D. may agree to the grant of special pay only those cases to which 2nd Grade Mamlatdars are treated as on deputation to Backward Class Department and are appointed as B.C.W.O.s In the car of direct recruitment the question of spl. pay does not arise. Since three 2nd grade mamlatdars will be deputed to B.C.Deptt. the cost o/a of spl. pay will be Rs 1080/ p.a.

As regards fixation of pay of Asstt. Dirs. attention is invited to 'B' on p. 53/N and the orders proposed on p. 21/C. F.D. may agree that the officiating pay of the person on deputation may be protected if a certificate is given that they would have drawn that officiating pay had they not been deputed to B.C. Deptt. This may be clarified in the draft orders as also 'C' on p. 41/C

F.D. may also suggest that since Cll scale in Education Department is Rs 350 to 1100 and the scale of Asstt. Dirs. is Rs 350- to 650 only such persons may be selected for the posts of Asstt. Dirs. who may not at any stage draw more than Rs 650/- as Assistant Directors together with the speical pay of Rs50/- available in the Assistant Director's posts.

The D.D. may be requested tomodify the orders on p. 21/c accordingly.

As regards special pay for the personal Assistant the same has been agreed to in the case of persons on deputation to B.C.Deptt. F.D. may now clarify that the special pay of Rs 50/- p.m. may be sanctioned only in the case of gazetted officers of other Departments on deputation to the Backward Classes Department.

Id/-
11/4/55

Secretary has agreed tothe grant of special pay of Rs 50/- to persons deputed as Asstt. Directors in B.C.Department from other Departments. It has since been pointed out that some of the persons to be deputed will be class I officers in the grade of Rs 350-1100 whereas the scale attached to the post of Asstt. Dir. is only Rs 350-650. F.D. may advise that only Cl.II officers may be selected and they may be given their

pay of Rs 50/-. If however, Class I Officers are selected they may be allowed todraw the pay which they would have drawn but for deputation and, in view of the fact that they will be performing duties of post of lower status in the D.C.Deptt., they may not be given any special pay.

2. The 2nd grade Mamlatdars appointed as B.C.W.O. may be given grade pay admissible in the parent Department. In addition the deputed officers may draw speical pay of Rs 30/- p.m. as proposed by the D.P.

3. No higher stage may be allowed as proposed at 'B' on p. 58 or 'C' on p.58.

It is for consideration whether II grade Mamlatdars ~~xxkixxxxx~~ working as BCWOs. need the given any spl. pay. are meant for general service and there is no question of extra work or more responsibility in the post of B.C.W.O. as compared with that of a Mamlatdar in R.D. on this ground F.D. may not agree to spl. pay to three officers. It however it is held that B.C.W.O. is a new kind of service which differs in responsibility & duties. from that of a Taluka Mamlatdar, then spl. pay may be justified as proposed above.

Id/-
15/4

We may agree to Rs 30 special pay,

Id/-
15/4/55

u.o.r to D.P. dt. 16/4/55

With confdl. personal files of Shri L.R.Naik & Gadekar E.P. file BCW/452 to Inspection Now Est. C Reports of a loose batch of pps.

D.L.(B.C., R & H) J.

The notes at p. 58- 62/N may please be seen.

2. Our proposals were:-

1) That experrs-preferably class I Officers from the R.L., E.D. and Co-op. Department may be brought over as Asstt. Dirs.

2) That those officers' pay shduld be fixed in the Asstt. Dir.'s scale by giving them ~~xhxm~~ the next higher stage of their present pay.

3) That they should be allowed to count their service as Asst. Dirs. for the purposes of pay, increment and soniority in their regular parent cadre.

4) That in addition, they should be given a spl. pay of Rs 50/- p.m. and that the B.C.W.Os. who will be recruited from the cadre of II grade Mamlatdars should also be given a spl. pay of Rs 30/- p.m. in addition to their grade pay.

3. The F.D. has agreed to a sp. pay of Rs 30 per month, being given to the B.C.W.Os. recruited from the ranks of II grade Mts.

4. As regards the other proposals, the F.D. is of the view that we should appoint only Class II officers and that if class I officers are to be appointed to spl. pay need to gemen to them. as they will be performing duties of a post which is lower in status. It is for consideration whether the F.D. view may be acquiesced in. One of the main reason underlying the proposal re-organisation is the

reason underlying the proposed re-organization is that there should be at the H.Qs. persons who are really experts in their field to assist the D.B.C.W. in a deal ing with educational, economic and land matters. It is rather doubtful whether in the Class II cadre we will really get experts. If the work of edul. uplift of B.Cs. is to be placed on a sound footing, a Class I officer of the status of an Edul Inspector would be necessary. It is doubtful whether a Dy. Edul. Inspector or and Administrative Officer with his / limited knowledge and experience would be able to acquit himself creditably. It may also be di ficult for such o ficers to tell the officers of the Edul. Deptt. with an authoritative voice what should be done and / what should be avoided in / the / educational sphere. Class I officers wherever available may therefore be appointed as Asstt. Dirs.

A spl. pay of Rs 50/- p.m. was proposed to the deputed officers for spl. reasons. It was intended toserve as a inancial incentive to these officers to work with zest and zeal in the new Deptt. If the spl. pay is denied on the grounds that the will be performing duty of a post lower in status, these Class I officers wi'l have no incentive to work with zest in the B.C, Deptt. On the contrary, they might inte prete their postin in the B.C. Deptt. as a sort of punishment thinking that in the B.C. Deptt. they will be perfomming the duties of a post of lower status. This will defeat the object underlying the reorganis tion scheme.

The Spl. pay of Rs 50 which was already agreed to by Govt. may therefore i&/ be given to the Class I officers appointed as Asstt. Dirs.

5. The F.D's suggestion to give their grade pay and spl. pay of Rs 50 to the Class II officers if any, selected for the post of Asstt. Dir's may be agreed to.

6. The F.D. may perhaps be requested to r consider and agree to the proposal made in para. 4 above.

Id/-
16/4/55.

Id/-
19/4

Pleas discuss.

D.D.(B.C., R & H.)

Discussed with Jt. Secy.

2. The Asstt. Dirs. will necessarily have to xxx be experts in their line. They will have to dispose of day-to-day references received in the Dirs. office on subjects pertaining to their sphere. They will also have to plan the schemes for th uplift of the B.Cs. and to tour round the State with a view to ensure that these schemes are successfully

implemented. They will thus be studying cum-inspecting officers. It is therefore very desirable that such officers should be drawn from the Cl.I cadre wherever available. The attainments of Cl. II officers are limited. Secondly while on inspection tour, a Cl. II officer will not be able to tell officers of the concerned Departments. (who may in most cases be Cl. I officers) with an authoritative voice what should be done and what should be avoided. The officers of the concerned Deptts. may not pay sufficient need to the advice of a Cl. II officer. Cl. I. officers, wherever available, may therefore be appointed as Asstt. Dirs. In selecting such officers, care will be taken to see that an officer whose pay does not generally exceed Rs 500/- is appointed to the post. This wwwill have a two fold advantage. A comparately junior officer who is active and therefore fit for strenious touring will be selected. Secondly his pay for a period of 3 years during which he will be on deputation to the B.C.Deptt. will not exceed Rs 650/- which is the maximum of the Asstt. Dirs,. scale.

3. If Cl. I. officers are appointed as Asstt. Dirs, to refuse them the spl. pay of Rs 50/- p.m. on the ground that they will be performing the duties of a post of lower status will have an adverse effect on their work. They are bound to interprete their posting in the B.C.Deptt. as a sort of punishment thinking that they have been appointed to a post of lower status. Jt. Secy. therefore agreed that as far as possible, Cl. I. officers in the B.C. and Coop. Deptt. should be appointed as Asstt. Dirs. and that such officer should get the spl. pay of Rs 50/-

4. The F.D. may be requested to reconside and agree.

Id/-
25/455

Id/-
26/10

F.D. regrets it cannot agree.
Special pay does not show status.

Id/- 26/4/55

D.D.(BC.R & H)
J Branch

The notes at papers 61.66 ante may please be seen.

2. The question for consideration is whether for the post of Asstt. Directors incharge of Educational and Industrial matters, we should appoint class I officers ondeputation and, if so, whether they should be given a spl. pay of Rs 50/- p.m. The F.D. has no objection to the appointment of Class I officers but desires that such officers should not be given a spl. pay of Rs 50/- p.m. It is for orders whether the F.D. view may be acquiesced in.

3. The desirability of appointing Class I officers has been brought out in para. 2 of my note dt. the 25/4/55. If these officers are not given the spl. pay, it is apprehended that they will have no incentive to work with zeal in the B.C.Deptt. This may defeat the object underlying the proposed re-organisation.

4. For orders.

Id/-
28/4/55

The Estimates Committee and L.M. are against extending special pays unless there are very strong reasons. The work in B.C.D. will not be more responsible or arduous for class I officers.

Id/-
2/5/55

Id/-
5/5/55

DDCBC R & HD J Br.

Resubmitted.

2. The draft letter at p. 11/c may issue as amended.

Id/-
11/5/1955.

D.D. (B.C. R & H). K J Br.

As the position with regard to the fixation of pay of officers taken over from the E.D., R.D. and the Co-op.Deptt. as Asstt. Dirs. in the D.B.C.W.'s office was still vague, I discussed the question with D.S. F.D. (Shri Rele). It was agreed:-

i) That if Class I officers are recruited as Asstt. Dirs. they should be allowed to draw pay in the Class I scale. They should not be given any special pay. The service rendered by them as Asstt. Dirs. should count for their pay, increments and seniority in their parent Class I cadre.

ii) If Class II officers are appointed as Asstt. Dirs. they should be given the Asstt. Dir.'s scale without spl. pay or the class II scale with a spl. pay, whichever they choose. The option once exercise by them should be final. Their service as Asstt. Dirs. should be counted for the purposes of pay, increments and seniority in their parent class II grade.

iii) The question of fixation of pay does not arise in the case of II grade Mamlatdars appointed as B.C.W.O.s as the pay scales of these two cadres are identical viz. Rs 250-15-325. The service rendered by these officers as B.C.W.Os. shd. be counted for the purposes of pay, increment and seniority in their parent cadre. They shd. in addition get a sp. pay of Rs 30 per month.

2. Will F.D. kindly confirm so that clearcut orders may issue.

Id/-
13/5/55

As regards A_1 A_2 & A_3 above, no special, may be issued at this stage. Or their reversion pray may be regulated under G.L. F.D. No. 7573/33 dated the 31st October 1950. The P & SD may be consulted regarding the question of seniority.

As regards 'B' the II grade Mamlatdars may draw their grade pay plus spl. pay of Rs 30/- wide X on p. 61 ante.

Id/-
18/5/55

DD(BC & A)

The accompanying revised letter to Secy. R.D. may issue. Secy, R.D., may also be expected for xxxxxxdxryxxhxxxxx sending the names of 2nd Grade Mamlatdars per appointment as B.C.W.Os. I have already s to Shri Sawant, As, RD in the matter.

Id/-
21/5/55

Drafts approved by J.S. xx xxxx P.L come u.o.r.

DDCBC RdH -JBr.

Submitted

2. A provision of Rs 93,962/- has been made in the cu rent year's budget under the head "47-Mix Deptts -H- Misc-H-4- B.C. Welfare" on account of the creation of eleven addl. posts of B.C. welfare officers and the establishment required for them by means of a new item (no. 350). The question of filling the posts is being considered separately. It was originallt proposed to create 11 posts. It has now been decided to create 10 addl. posts only as Govt. does not consider it necy. to have a separate B.C.W.O. for Dangs Dist. Orders sanctioning the creation of 10 addl. posts of B.C W.Os. and establishment therefore may be issued. The draft G.R. put up for approval at P. 1/C may issue after u.o.r. to the F.D.

Id/-
21/5/1955.

It will not do merely to create 10 addl. posts of B.C.W.O. This is just one appeal of the Reorganisation Scheme. At all proposals approved by Govt. under the said Scheme- Abolition of AD's posts creation of 3 AD's posts with their Estt., & creation of 10 BCWOs posts & creation of higher grade posts at the Head office and will have to be sanctioned. The reorganisation file has been recently received back please put up omnibus GR covering all ~~xxxx~~ these points very urgently please.

Id/-
3/5

R.H. & B.C. Deptt J Br.

Resubmitted with reference to the Asstt. Secy. ~~xxx~~ foregoing note.

2. The revised draft G.R. put up for approval at p. ~~xx~~ 35/C may issue after u.o.r. to the F.D.

I am afraid office has not studies the implications of the reorganisation scheme. I find ud reference to the Sr. clerks for BCWOs in I find also no references to the higher grade posts other than office suptd. sanctioned for the head office. Well office please study the full implications and put up a comprehensive G R f covering all points along with the reorganisation till.

Id/-
1/7/55

R.H. & B.C. Deptt.

J Br.

Submitted.

2. A draft G.R. sanctioning the reorganisation proposals is put up for approval which may issue after u.o.r. to the F.D.

3. The following ~~xxw~~ two questions need to be considered:-

(i) Distribution of the work now being done by the Asst. Dirs. of B.C.W.

(2) Absorption of the staff that will be retrenched as a result of the abolition of the posts ofclerks and peons in the offices of the five regional Asstt. Dirs. of B.C.W.

Orders are solicited as regards (i) As regards (2) the D.B.C.W. may be requested to take immediate steps. The draft letter at p. 79/c is for approval.

Id/-
28/7/55

Please issue the G.R. and GL at ps.77-81/C very urgently and the~~xxxxxxxxx~~ resubmit w.r.t print (i) in para 3 above. Has office any suggestion in the matter?

Id/-
10/8/55

R.H.B.C.Deptt.

With effect from 1st October 1955 the B.C.Deptartment will be reorganised under the reorganisation scheme. The five posts of Regional Asstt. Directors have been abolished and in the r place, 3 posts of experts in Educational, agri-cultural and economic matters have been created in the Asst. Director's sclae at the head office. 10 additional posts of B.C. W.Os. and few addl. posts in the mi isterial cadre have also been sanctioned.

2. After the reorganisation as contemplated in para 1 above there will be no intermediary between the D.B. C.W/Ø and the District staff. M(B.C.D.) was of the view that it was desirable that between the D.B.C.W., and B. C. W.Os. there should be a high grade officer who will Ø/Ø super-vise the work of welfare officers, co-ordi-nate the work between two B.C.W.Os and by constant contact with collectors and other Superior office s in/ the District see that the B.C.Welfare work is done satisfactorily. He wanted to know whether such officers could be appointed without much extra cost to Government.

3. In the current year's budget, provision of Rs 93,962 has been made for creation of 11 addl. posts of B.C.W.Os. Instead ofcreating 11 such posts, Govt. has created some posts and retrenched some posts as shown in para. 1 above. The net financial implications ofGovt. decision are as under:-

Sr. No.	I tem	Cost
1)	Creation of 10 addl. posts ofB.C.W.Os. with a staff of one clerk and 2 peons each.	Rs 80,840
2)	creation offollowing posts at Head Office:- 1) 3 Asstt. Directors. 2) 1 Superintendent, 3) 2 Head Clerks. 4) One Junior Clerk. 5) 3 peons to Asstt. Dirs.	35,400
3)	Creation of posts of Sr. clerks in the mofussil.	15,660
		Rs 1,31,900
	Minus saving resulting from abolition of 5 posts of Reg. Asstt. Dirs. with their staff.	66,570
		Rs 65,330

4. The provision in the current year's budget is Rs 93,962, whereas the actual expr. expected to be incurred is Rs 65,330 (as the scheme is being implemented late during the current year, the actual expr. may be muchless). A savings of Rs Rs28,632 will therefore result. The Govt. of India have al so sanctioned a grant of Rs 15,500 on the expr. involved in the creation of addl. posts of B.C.W.Os. The grant was not expected by us because the addl. posts are not being created for the welfare of the S.Ts. alone. The current grant is in the nature of windfall. Actually, therefore, an amount of Rs 44,532 (Rs28,632 plus Rs15,500) wouldbe available.

5. If the posts ofthe type of the present regional Asstt. Directors are to be created, it would be desirable to create at least 3 such posts; one for Maharashtra, one for Gujarat and one for Karnatak. The cost of 3 such officers will be as under:-

3 posts ofAsstt. Dirs.	Monthly cost.	Annual Cost.
Pay Rs 350	1,050	12,600
D.A.~~PxTxAx~~Rs 80	240	2,880
P.T.A. Rs157/8	472/8/-	5,670
3 posts ofSr. clerks.		
Pay 100	300	3,600
D.A. 45	45	1,620

6 Posts of Jr. Clerks.

Pay	46	276	3,312
D.A.	45	135	1,620

9 Peons

Pay	30	90	1,080
D.A.	35	105	1,260
		2803/8/	33,642

In addition there would be contingent expdr. of Rs 3000(Rs 1000/- each) and non-recurring expdr. of Rs 3000 (Rs 1000 each) The total cost would be roughly Rs 40,000. This will be less than the sabing of Rs 44,532/- indicated in the foregoing para.

6. I t is for consideration whether the proposal to create few posts of regional Asstt. to create few posts of regional Asstt. Directors should be pursued further. The matter had better be discussed in a meeting betweenM (BCD) Secy. F.D. and Jt. Secy. If approved, a copy of this note may be endorsed to Secy. F.D. The date of the meeting may kindly be indicated.

This was discussed on 27-8-55 by M(B.C.D.) with the Secretary, F.D.(Shri Gidwani). The D.B.C.W. and myself were present.

~~Axxxkx~~ for reasons underlying abolition of these posts, please see para 4(3) of Shri Dias' note at p. 37/N of Sup A.

2. At the outset, M(B.C.D.) explained the reasons underlying the abolition of the posts of the regional A.D.B.C.Ws. The reasons, he explained, were mainly financial. The main function of the B.C.Deptt. would be to see that the measures for the welfare of the B. Cs. are planned and executed properly. For this purpose, it was considered necy. tohave at the Head Office experienced persons who kenw the various problems of the B.Cs. and could advise the D.B.C.W. and ensure an effective supervision over the implementation of these schemes. The choice before the B.C.Deptt. was either to strengthen the Head Office by bringing in expe rts from other Deptts. and abolish the posts ofAsstt. Directors or continue the posts of Asstt. Directors. and have ~~th~~ a weak Head Office. If both the Head Office were to be strengthened and the posts of Asstt. Dirs. were tobe continued, the extra cost would have been very heavy. To achieve best results with the least cost, the Deptt. opted in favour ofstrengthening the Head office and retrenching the posts ofAsstt. Directors. Now that saving was available in the new item for creating 11 additional posts ofB.C.W.Os. and that the Govt. of India had also sanctioned a grant on the expenditure involved in the creation

ofthe additional posts, it should be possible to create few additional posts ofA.Ds. without involding Govt. inextra cost. M(B.C.D.) further added that in his view, few posts of regional Asst. Directors were necy. to guide the B.C.W. Os, in their day to day activities, to coordinate their work, to often contact the Collrs. and generally ensure effective implementation of the ameliorative measures. The importance of these officers as an essential link between the Director and B.C.W.Os. has increased now that there will be 27 B.C.W.Os. insteadof17 suchoffi-cers and3 nomadic uplift officers who are quite new to the work.

3. Secretary, F.D. observed that financial considerations were only of secondary importance and that if the F.D. were convinced th at a proposal was sound in principle, it would agree to it notwithstanding the extra cost involved.

4. Secy. F.D. was doubtful of the capacity of the experts from the E.D., R.D, and Coop. Deptt. t advise the D.B.C.W. and Govt. on the problems of the B.Cs. In the first place, it would be very difficult to get persons

who are really experts in all aspects concerning their subjects. To take an instance of the expert from the Cooperative Deptt. who is expected to advise the D.B.C.W. on matters pertaining to the economic uplift of the B.Cs. It would be very difficult to get a person with a tho rough knowledge of the problems of cottage industries, cooperative housing cooperative farming and all other forms of cooperative effort. Again these officers who will be be class I or Class II officers can never be expected to give that useful advice which the Head ofa Deptt. with his intimate knowledge of the problems of his Deptt. can give. These officers cannot therefore be be expected to supplant the various Head ofDeptts. whose advice will invariably have to be sought while planning and executing measures for the welfare of the B.Cs. At best, these officers may be able to advise the Dir. on the simple routine problems of the B.Cs. and enable the Dir. to judge the remarks of the Heads ofDeptt. in a better perspective than what the Dir. could otherwise do by merely relying on his ministerial staff. Too much stressshould not therefore be laid on the capacity of these officers t o "advise" the Dir. The main function of these officers, he urged, would not therefore be to advise the Dir. on the matterpertaining to their

spheres, and plan various measures in their own subjects, but to exercise effective supervision with a view to see that the various mea measures particularly the measures in their own line, are effectively implemented. They must have knowledge of their own subjects, but they p rticularly must have knowledge of the kn measu- res implemented by other Deptts. They willhave to both office workers as well as touring officers. They should tour constantly and see that the various schemes in fact progress according to theprogramme laid down by Govt. Their tour should not be confined only to the subjects in their own line but they should also see the progress of the schemes implemented by the other Department. For this purpose, eachofficer should be given every year agroup of about six districts which he should constantly tour and he should work at the Head Office to advise the D.B.C.W. on the various matters pertaining to his own subject. Every officer should be given a different group of six districts in turn eachyear so that in about 4/5 years, he will have toured all over the State, to watch the progress of the different ameliorative measures as well as the measures in his own line. The present number of three officers would be inadequate an would have ~~to~~ /to/ to be strengthened. As there are 28 districts, and as each officer is to be placed in charge of about five to six districts, 5 officers would be nect. Secy F.D. was prepared to consider the question of creating two additional posts of Asstt. Directors on this basis. All these posts, he said should not be concentrated in the Head Off-

office One post, he said, should be at Ahmedabad and the other in Bombay or at Dharwar, as the Deptt. deems fit. and these off icers should be shifted to the Head Office by turns. Secy. F.D. also observed that the Collectors should be brought more into the field by making them responsible for the over-all implementation of the ameliorative schemes in the districts. The B.C.W.O. should maintain a close liaison with the Collector and the Collector should use his prestige and influence in persuading the various Heads of Depts. in the district to implement vigorously the schemes for the amelioration of the B.Cs. He agreed that for this purpose it was not necy. to place the B.C.W.O. actually under the Collector either as his P.A. or in any other subordinate position.

5. After some discussion it was agreed that Secy. F.D.'s view may be accepted abd a orioisak fir the creation of two additional posts of Asstt. Directors should be submitted to the F.D.

6. The offices of these officers may be located at Ahmedabad and/or Dharwar. The extra cost involved in the creation of these posts would be as shown below:-

2 Posts of Ast. Dirs.	Monthly cost Rs	Annual cost. Rs
ay Rs 350	700	8,400
.A. Rs 70	140	1,680
.T.A. Rs 157-8-0	315	3,780

	Monthly cost	Annual cost
2 Sr. Clerks.		
Pay Rs 100	200	2,400
D.A. Rs 45	90	1,080
H.R. & Comp. All. for one Sr. Clerk Rs 15	15	180
4 Jr. Clerks		
Pay Rs 55	220	2,640
D.A. Rs 45	180	2,160
H.R. & Comp. All. for 2 Jr. Clerks. Rs 15	30	360
6 Peons		
Pay Rs 30	180	2,160
D.A. Rs 35	210	2,520
H.R. & Comp. All. for 2 peons. Rs 10	30	360
		Rs 27,720

In addition there would be a contingent expenditure of Rs 2,000 and non-recurring expenditure of Rs 31,720/- Th, cost during the current year, assuming the posts are created with effect from 1/10/55 would be Rs 13,216-9-0. The F.D. may be requested to agree to the immediate creation of two addl. posts of Asstt. Directors and to withdrawal from the Contingency Fund of the amount of Rs 13,216/9/0

Id/-
8/9/55

R.H. & B.C.D.

I have carefully gone through the record of discussions that took place in Poona recently between M. (B.C.) and Secy., F.D. with regard to the manner in which certain savings in the current year's budget could be utilised. As M. would no doubt be aware the problem was very thoroughly gone into after the last inspection of the Dir's office by Shri Dias, ex-Secy. Education, in January last and Govt. after very careful consideration took the view that the proposals put up by Shri Dias were in the circumstances the most suitable. These proposals aim essentially at (a) co-ordination at the Secretariat through the J.S., (b) strengthening the office of the Dir. by doing away with Regional Directors and appointing three experts to advise the Dir. in Poona in the fields of Education, Co-operation and Land tilling, and (c) giving to each district a separate B.C.W.O. who would be available to do wholetime work as Secy. of the B.C. Secy. of the B.C. Sub-Committee of the D.C. Board and work in closer contact with the various agencies in that district. and (c) of this scheme, as M. would no doubt be aware are being implemented from 1st October 1955 and we are not in a position to say how it has worked and how far it has succeeded in securing the objective envisaged early this year. The Assistant Directors proposed to be appointed (at Poona) would undoubtedly undertake a fair amount of touring, and although this is expected to cover the whole state it would be confined to a particular

activity. That of all problems touching the Backward Classes land tilling, getting them to be more literate and engage in small handicrafts, to earn a living are by far the most important cannot be do doubled, and if these are pursued on proper lines and adequately guided we should have more than achieved our purpose.

If it is merely intended to appoint two more such experts to assist the Director, B.C.". there should perhaps be no objection, b t any attempt at dividing the State between the three Assistant Directors and the two additional Assistant Directors propo sed would be entirely contrary to the Scheme accepted in February last. It would also not be proper to let any of the Assistant Directors look after schemes of departments other than their own. With regard to Secy., F.D's suggestion that Collectors be brought more into the field by making them responsible for the overall implementation of the scheme, I have already noted separately on the subject in agreement with him.

M. may therefore kindly indicate as to which particular additional activities other than these mentioned at 'A' above the two new Assistant Directors have to be located in Dharwar and Ahmedabad, the additional activities wi l ne essarily have to be such as are confined to these regions. Off hand I can think of "tenancy" in Gujarat and "conttage industries" in the Karnatak, as special features affecting the Backward Classes inthese areas, but these as M. would no doubt recall are included in the spheres of the Asst. Directors proposed for revenue and Co-operation respectively?

Id/-

16/9

Looking at this question from the o & M angle, I would suggest that the conside ation mentioned at E on page 79 ante is likely to be more effectively fulfilled by placing the B.C.W.Os. directly under the collectors rather than by erecting (or partially reviving) the posts of Regional Asst. D. of B.C.W. the Course of my inspections- whichhave covered 21 districts so far and have included B.C.W.Officers it was very forcibly borne in upon me that the present State of ineffectiveness of the B.C.Os was largely due to their very weak "linking" with the Collector: and that the extent of Coordination or guidance given by the A.D.B.C. was linuted.

I should therefore be inclined to suggest that an early decision may be taken as regards A and that some experience of the reorganised set up may be obtained before considering revival of of sum/ if not all of the posts of Regional A.D.B.C.W. Meanwhile, such coordination as is necessary may be attempted through the h.g. AD B C W who will be touring officers.

In any case I doubt whether a regional officer can effectively handle more than 5 districts: and that will mean creation of not 2 but 5 posts of A.D.B.C.W. in a matter of this kind particularly as we are working against a time linut and much headway has to be made, finance is not a paramount consideration. But I would urge that the organisation which is likely to prove most effective, above the dt. level, would be functional rather than regional

Id/-
18/7

Resubmitted.

2. These papers were received back along with the file dealing

dealing with the question of placing the B.V.".Os. under the Collrs' Control. The question was placed before an informal meeting of the Cabinet and it has been decided that the present position should continue. In view of this dicission, it is now for orders whether the propo sal to create 6 Eovo addl. posts of roving Ast. Dirs. should now be pursued further. In view of the impend- ing reorganisation of States, this question may perhaps n not be pursued further.

For orders

Id/-
23/3/56

Id/- Jt. Secy.
24/7

Id/-
27/3

M(BCL)

Assistant Directors of Backward Welfare-
Aholition of the posts of -
Recommendations of the
Estimates Committee.

GOVERNMENT OF BOMBAY
Education Department,
Resolution No, BCE 3451,
Bombay Castle, 11th June 1953.

Read Government Resolution-, Education Department, No. BCE 3451, dated the 24th March 1952.

Government letter, Education Department, No. BCE. 3451/1996-J dated the 23rd June 1952.

Letter from the Director of Backward Class Welfare, No. ES/I/67, dated the 7th July 1952.

Government letter, Education Department, "oBCE 3451-J dated the 12fh Augu t 1952.

Letter from the Direcor of Backward Class Welfare, N. ~~MS~~ F/I/67, dated the 13th September 1952.

RESOLUTION. : Government has carefully re-examined the recommendatations made by the Estimates Committee in paragraph 16 of its second interim report regarding the re-organisation of the Backward Class Department and is pleased to directtxxx that the statur-cuo should be maintained for a further period of one year with effect from the date of these orders and that the position should be reviewed again at the end of the one years period x in the light of the dexperience gained.

2. The Director of Backward Class Welfare should be requested to submit his proposals for reorganisation of the Backward Class Department in the light of the recommendation of the Estimates Committee in paragraph 16 of its second interim report in good time before the expiry of the sanctioned

period.

By order andin the name of the Governor of Bombay,

Sd/- A.L.DIAS
for Secretary to Government.

To

The Director of Backward Class Welfare.

The Accountant General, Bombay (through the Finance Department)

The Finance Department,

The Revenue Department,

The Bombay Legislature Department.

MKP.30.8

CONFIDENTIAL

Education Department.

VERY URGENT.

Backward Classes, 12/13th April 54

To

Director of
The Backward Class Welfare, Poona.

Subject:- Backward Class Department
Assistant Directors of Backward
Class Welfare Abolition of the Posts of-
recommendations of the estimates committee.

.....

Reference Government Resolution Education Department, BCW 3451, dated the 11th June 1953 on the subject mentioned above.

2. The question of reorganisation of the Backward class Department in the light of recommendations made by the Estimates Committee will have be taken up shortly for sonsideration. You are requested to submit your proposals in the matter with adjuste justifi~~cation~~ therefor~~e~~ in ~~favd.~~ good time before the expiry of the present sanctioned the period. Your proposals should be received in this Department before 1st May 1954 at the latest.

Sd/- YDJAEEL
Asstt. Secy, to the Govt. of B'bay,
Education Department.

To

The Secretary to Government,
Education Department,
BOMBAY.

Subject:- Backward Classes Department.
Assistant Directors of Backward Class Welfare.
Abolitionof theposts of-
Recommendations of the Estimates Committee.

Reference Government Resolution, Education Department No.BCE.3451, datedthe 11th June 1953and Govt. Confidential letter No.BCE,3454,J, datedx the 12/13th April 1954 on the subject mentionedabove.

2/. I have already given my reasons for the retention of the posts of the Assistant Directors of Backward Class Welfare in para 2 of my letter No.ES/I/67, dated the 7th Julh 1952, . The addition to those given inmy letter number quoted above, I would like to add the following in the light of the experience gained xx so far.

3/. The Backward Class Department was originally styled as the Criminal Tribes Settlement Department. But later on the then Govdrnment in orde to show that work of the ameliorating the condition of Backward Classes was an important one, changed the name of the Deptt. as Backward Classes was Department in the year 1930 on the recommendation of the Depressed classes and Aboriginal Tribes Committee under the Chairmanshi p of Mtr. O.G.B.Starte, the than Criminal Tribes Settlement Officer. From this time onwards the Backward Classx amelioration work has been receiving a grea er and greater importance up-tp date so much b tha the Backward Class Department of to-day has been undertaking and supervising numerous kinds of Backward Class

Backward Class Welfare activities. In the history of the development of the Backward Class Department , the agencies of the Director of Backward Class Welfare (the thn Backward Class Officer) and the Assistant Director sof Backward Class Welfare (the then Assistant Backward Class Officers), the Personal Assistant and the Backward Class Welfare Officers are important and essential agencies, eac being indispensable in its own way.

4/. The posts of Assistants to the Head of the Department first came into existence in 1926. At that time they were styled as the Assistants to the Criminal Tribes settlement Officer In the beginning there were two such postsand third post was added in the year 1931 as per Government orders contained in Government Resolution, General Department No,6676 dated the 22nd Aug.1931. In the year 1930 , these posts of Assistants came to be styled as posts of Assistant Backward Class Officers when the name of the Department was changed into Backward Class Department.

5/. In the year 1947, the Juvenile and Beggars Branches of the Backward Class Department were separated from the Backward Class Department and put under a separate Departmental Head called the Chief Inspector of Certif ied School as per Government Orders contained in Government Resolution, Home Department, No.163/5, dated the 16th June 1947. This arrangemen t was made in order to enable th e then Backward Class Officer and his Class amelioration work and the Criminal Tribes Settlement work. In the same year, two more posts of Assistant Directors (Assistant Backward Class Welfare Officers) were added to the cadre of the then Backward Class Officer fell short of the requirements of the paying atten-tion to th egreatly increasdd volume of Backward Class ameliora-tion ~~tion to the greatly i ncreased vol ume of Backward Cla ss amelioration~~ work the as pe Government ord-ers contained in Government Circular

Circular Memorandum, Education and Industries Department, No.8007 dated the 25/6/1948 and the State was divided into 5 circules under the 5 Assistant Directors of Backward Class Welfare. The volume of Backward Class concessions had increased much and looking to this and the important cases of Bacjward Class amelioration coming up for redress with the help of the they Assistant Backward Class Wel-fare- Officer , it was thought necessary to raise the status of then the Assistant Mamlatdars Backward Class Offi cers from that of the 1st grade Mamlatdars to that of 2nd grade Deputy Collectors, as per Government orders so ntained in Government Resolution Education and I ndustries Depattment, No.7712 dated the 1st July 1947. When this was done, the cad re of these officers was put into the cadre of the Assis tant Directors of Backward Class Welfare toenable the appointment of enthusiastic and social district Deputy Collectors to work as Assistant Directors of Backward Class Welfare With the status of Deputy Collectors behind them and witn the experience gained by them in the Revenue Department, these officers have been uniquely usef l in assisting the Director of Backward Cl ass Welfare in carrying on the efficint administration of the Backward Class Department.

6/. Theabove history and the development ofthe Backward Class Departmen especiall y of the posts ofAssistant Directors will show the lonf standing for these posts in t e Department and to abolish such necessary posts of long standingtwould certainlynot be a wise step from the point of view of B ackward Class amelioration work which has at present assumed verious phases such as the original Backward Class amelioration schemes, educational, economic, the post- war reco nstructi on schemes, schemes under Five Year Plan, Schemes for the Welfare of Scheduled Areas and Scheduled Tribes,

Scheduled Tribes, schemes for the rehabilitation of ex-Criminal Tribes, schemes for the eradication of untouchability etc. Many of these schemes especially the schemes for the rehabilitation of ex-Criminal Tribes and the eradication of untouchability were not even in existence before the year 1953. These schemes are to be implemented in their own special ways as per the respective orders issued by Government for their implementation. For example, the propagandists under the schemes, for rehabilitation of ex-criminal Tribes are paid grants in a different ways than those under the ordinary schemes for the payment of grants to ordinary propagandists under Voluntary Agencies. Moreover, the payment of grants to Voluntary Agencies appointed for the purpose of eradication of untouchability is done in a different way than the payment of grants under the above two methods. The returns and reports have increased considrably. All this will show that the sphere of Backward Class ameliorative activities has not only increased in volume but also in diversity. If the posts of Assistant Direcotrs are discontinued, the implementation of these schemes will suffer to a very great extent as I will have to depand only upon the Backward Class Welfare Officers who would be the only field workers of the Department But these officers possess much less exprience and official status.

It is intended to hold a conference with the Minister and Deputy Minister in charge of Backward Class Deptt. of Voluntary Agencies and social workers interested in the implementation of schemes for the eradication of untouchability in the month of May. In this Conference one of the important items is of holding a refreshed course for giving information and training to the newly recruited propagandists of voluntary

Voluntary Agencies en-gaged in the eradication of untouchability Th-ese courses will be held in the three language regions. For the arrgngement and conduct of these course the Assistant Directors would be of unique help and importance and the Backward Class Welfare oOfficers would cartainly not be able to conduct these courses as efficiently as could ~~not be able to conduct these courses~~ done by the Asistant Directors. As there are difference kinds of propaganda workers for doing ordinary Backward Class Welfare work, for woking towards secuting rehabilita-ion of ex. Criminal Tribes and for working towards the goal of the eradication of untouchability, the hol-ding of refresher courses for the benefit of the differnt kinds of propagandists is likely to be a permanent nature of activity, as the progagandists generally do not stick u-pto their appointments for a long time and every year new progaganda workers will be f-ound in great numbers requiring proper guidance for the satisfactory discharge ~~gotyr-dsyidgsvyoty-fidv-s-tb~~ of their duties. This makes a very strong reason for the the continuanae of the posts of Assistant Directors of Backward Class Welfare , as the Backward Class Welfare Officers are less experienced as already stated above.

7. With the increase in the volume of Backward Class work and also in the diversity thereof., it has become necessary to inspect the offices of the Backward Class Welfare Officers by the Assistant Directors of Bac-ward Class Welfare at least once a year. The Assistant Directors have already been given instructions regarding this subject u-nder this office Circular No.ES/V/40 dated the 19th September 1952. Now if the posts of Assistant Directors are abolished, I will find it impossible to inspect all the 17 or 28 offices (when there will be one Backward Class Welfare Officer for each district.)

every year as the Head Office has also to devote much time for important correspondence in the Head Office itself. The correspondence at the Head Office in the last year has increased tremendously. Thus it will be seen that the Assistant Directors alone are the only suitable agency for carrying on regular inspection of the offices of the Backward Class Welfare Officers and in the interest of increasing the efficienty of the Backward Welfare Officers and their offices, the inspection of their offices at least once a year is very necessary.

8/- I have already pointed in my previous letter that the work of scrutinising the diaries of propaganda workers and recommending grants on their account to Head Officem Poona, and also scrutinising the expenditure statements of Voluntary Agencies and recommending proportionate grants to the Voluntary Agencies, is done only by the Assistant Directors. The Assistant Directors have also to guide the propagandists of Voluntary Agencies in their work for different activities of Backward Class Welfare. All this can be done more efficiently by the Assistant Directors than by the Backward Class Welfare Officers in view of the increased volume of Backward Class work and its diversity as stated above.

9/- In cases especially of a complicated nature. The Asistant Director of Backward Class Welfare would definitely be in a better position and a more fit person to contact the officials concerned and also to advise the aggrieved parties and also to contact the opposite parties, if necessary For this kind of work the Assistant Director is a better suited officer in view of his position and experience.

10/- The Backward Class Board in their meeting held on 3-12-1952 have rightly, unanimously and emphatically expressed their opinion that the Estimates Committees proposals regarding the transfer of the control of the Backward Class Welfare Officers by making them work as officers directly subordinate to the Collectors and the abolition of the posts of Assistant Directors were not acceptable and that the retention of the

posts .....

the backward class Welfare officer and the

posts of Assistant Directors and Backward Class Officers under the control of the Director of Backward Class Welfare are very necessary for securing the desired results in the field of Backward Class Welfare. Not only that, but the Board has gone a step further and has recommended with a view to secure more intensified work at the hands of the Backward Class Welfare Officers, that there should be one Backward Class Welfare Officer for each district. It may here be stated that the Backward Class Board is a Statutory Advisory body almost co existent with the birth of the Backward Class Department and social workers who have devoted their lives for the Backward Class Welfare work are among the leading members of the Board. Though it is not legally binding on Government to accede to each and every recommendation of the Board it is seen in practice that Government does not give effect to the recommendation of this Board in important matters of policy. It is, therefore hoped that the recommendation made by the Board on such an important issue as the one under review should certainly be agreed to by Government.

11/- Experience during the year 1953 has shown that both the Backward Class Welfare Officers and the Assistant Directors who have been working under my control and independently of any control over either of them by the Collector have been found to be very useful officers in making proper enquiries and submitting reports and recommendations keeping in view the orders issued by Government about the respective Backward Class concessions. After making proper enquiries these officers have in many cases reported against the decisions taken by the Collectors in the matter of grant of land to Backward Class agriculturists and appointing authorities who have discharged Backward Class persons under the pretext of retrenchment. A good many of these cases have been got remedied by making the officers concerned revise their own previous orders on the strength of the enquiries and reports independently submitted to me by them. Now had the

Class Welfare Officers been officers directly subordinate to the Collectors, as recommended by the Estimates Committee, I doubt whether they would have been a position to submit recommendations to the Collectors against the decisions taken by the Prant Officers and the Collectors in order to secure proper justice for the Backward Classes. in view of the intentions and the orders of Government for securing effective results in the field of Backward Class Welfare. Thus it will be clearly seen that in order to secure proper justice for the Backward Classes through the agency of the Backward Class Department as intended by Government the control over the Backward Class Welfare Officers should definitely be that of the Director of Backward Class Welfare rather than of the Collectors. And if the Backward Class Welfare Officers are to remain, and in my view they must remain under the control of the Backward Class Department, there is still a great necessity for the retention of the posts of Assistant Directors in order to supervise and guide the former officers in their work as already stated by me in the foregoing paragraphs.

12/- (a) To clarify the statements made in the foregoing paragraph I would invite the attention of Government to my D.O. letter No. AM/VII/Sr-25 /1754 dated 10th April 1954. On persual of the D.O. it will be seen that the lands cases have been delayed in many cases. It may be stated here that while these cases were being dealt with by this Department, the servides rendered by the Backward Class Welfare Officers and the Assistant Directors by way of making proper and independent enquiries and reporting a true picture of the facts of a case and also by expediting the officers concerned, were found to be very useful, especially in land cases, e.g. Siddheshwar, Siddharth Cooperative Housing Societies at Sholapur and Cooperative Joint Farming Society at Pabal, Dist. Poona.

(b) With respect to two cases, one at Juna Jessapur, Dist. Baroda and the other at Bommigatti, Dist. Dharwar - regarding grant of waste lands to Backward Class agriculturists

it is -.....

it is found after making proper enquiries through the Backward Class Welfare Officers in each case that the Revenue authorities had wrongly granted land to individual cultivators. The case of Bommigatti was referred to me by the Government for my remarks and I am glad to mention that Government were pleased to pass orders as recommended by me by cancelling previous orders of the Revenue Officer. In this connection vide this office u.o.r. No. AM/IV/SR-37/1519 dated 21st January1953. Regarding the land at Juna Jessapur, the land was first withdrawn from a Harijan and given to a non Backward Class person. The Backward Class Welfare Officer made proper enquiries and represented the case to the Prant Officer for granting the land to a Harijan in the spirit of the Government orders. The Prant Officer had to accept the say of the Backward Class Welfare Officer and grant the land to the former lessee who is a Harijan

(c) In another case regarding land at Sangvi Sandas, the Mamlatdar had originally reported that there was no demand from Backward Classes for grant of land. The case was referred to this office by Government u.o. for remarks. On enquiry through the Backward Class Welfare Officer it could be seen that there were demands from Backward Classes for the lands and accordingly Government have ordered the grant of the land to a Backward Class member. In this connection attention of Government is invited to this office u.o.r. No. AM/IV/SR-37/1468 dated 7th February 1953.

(d) In another land case at Deolali in Nasik district the Mamlatdar had passed an eviction order to the Backward Class occupants of the land. A complaint was made to Government regarding the grievances of the Harijan occupants and a copy thereof was sent to this office by Government for report. The Backward Class Welfare Officer, Nasik, who was asked to report in the matter, had recommended to pass a stay order against the order passed by the Mamlatdar. This recommendation of the Backward Class Welfare Officer was communicated in my report

to .....

Government. Government agreed with me and passed the necessary stay order in this connection (vide Government Memorandum, Revenue Department, No. 5364/49 dated 17th February 1951).

(e) In another case, it was represented to Government that the tanneries at Bhusawal should be removed to a distant place on the plea that they cause a nuisance to the colony of displaced persons. The tannery was also ordered to be removed to a distant place. A complaint was received in this respect from the Chamars of Bhusawal. The case was enquired into by the Backward Class Welfare Officer, Jalgaon and the Assistant Director of Backward Class Welfare, Nasik, and it was recommended to Government that the colony for displaced persons is a later development. Accordingly Government cancelled the orders of the Mamlatdar, Bhusawal regarding the shifting of the tannery under Government letter, Education Department, No. MBC. 1050/29873-J dated 18th June 1951.

(f) In another case Government had ordered that S.No. 60 of Mungwakam, Taluka Kumta, Dist. Kanara, should be granted to a Backward Class person. In this case the Collector had reported to Government that the particular Backward Class person was unable to pay occupancy price of Rs. 204/-. The case was referred to this office for enqiry and report under Government letter, Revenue Department, No. 7422-B/49 dated 6th December 1951. The Backward Class Welfare Officer, Karwar, who was asked to make enquiries in the matter, reported that the Backward Class person was willing to pay the amount of Rs. 204/-. The Backward Class Welfare Officer could not have been able to send such a report had he been directly subordinate to the Collector.

Had the Backward Class Welfare Officers been under the direct control of the Collectors, these officers would not have been able to bring these facts to my notice as boldly and independently as they haveddne at present, being directly subordinate to me.

These are only simple examples. There may be several such cases also. It only goes to prove that there is a great necessity

of Assistant .....

of Assistant Directors and that it would be to the detriment of Backward Class interest (as resolved by the Backward Class Board) to place the Backward Class Welfare Officers under the Collectors. That would also undermine my power and would render helpless in such cases of injustice as there would be none between myself and the Backward Class Welfare Officers and it would be physically impossible for me to reach every nook and corner of the State and bring out such cases of injustice to the notice of the Government.

13. In the matter of making fruitful efforts towards securing the eradication of untouchability, the agency of the Backward Class Welfare Officers and the Assistant Directors has been found to be very useful and effective and tactful, on the whole, by way of giving proper guidance and advice to the Harijans and also to the propagandists working in this field and by way of properly contacting the non Harijans and the officers of the Revenue and Police Departments with a view to secure good results in this respect as already stated by me above. the Backward Class Welfare Officers and the Assistant Directors would not have able to secure these, results had they been a part and parcel of the Revenue Department, as the Revenue and Police Officers have alsoto take into account the general consensus of opinion in a village or an area while they discharge their respective duties assigned to them.

14. In conclusion, I hope andtruest that after going through the solid reasons mentioned above in support of keeping the Backward Class Welfare Officers under my control and in support of the retention of the posts of Assistant Directors, Government will take decisions in consonance with the requirements of the ever increasing volume of Backward Class amelioration wak to be executed by the different Departments of Government includin the Backward Class Department and also taking into consideration the increasing diversity of the nature of the Backward Class amelioration work as seen as present.

Sd/-
(T.M. Chaudhary)
Director of Backward Class Welfare,
State of Bombay, Poona.

To

The Secretary to Government,
Education Department,
BOMBAY.

Subject:- ABackward Class Department
Assistant Directors of Backward
Class Welfare.
Abolition of the posts of-
Recommendations of the Estimates Committe

....

Reference Government Resolution, Education Department, No, BCE 3451, dated the 11th June 1953 and Government confidential letter No, BCE, 3454, J dated the 12/13/th April 1954 on the subject mentioned above.

2/ I have already given my reasms for the retention of the posts of the Assistant Direc ors ofthe Backward Class Welfare in para 2 of ~~x~~ my letter No.ES/I/67 dated the 7th July 1952. In additonnto those given in my letter number quoted above, I would like to add the following in the light of the experience gained so far.

3. The Backward Class Department was originally styled as the Criminal Tribes Settlement Department.But later on the then Government in order to show that the work of ameliorating the condition of Backward Classes was an important one, changed the name of the Depa tment as Backward Class Department in the year 1930 on th e recommendation of the Depressed Classes and Aboriginal Trib s Committee under the Chairmanship of Mr.O.H.B. Starte, the ten Criminal Tribes Settlement Officer. From this time onwards the Backward Class amelioration work has been receiveing a greater and greater importance up-to-date so much so that the Backward Cla s Depa tme nt of to-day has been undertal ing andsupervising numbro s kinds of Backward Class Welfare

Welfare activities. In the history of the development of the Backward Class Department, the agen ies of the Director of Backward Class ~~Officers~~ Welfare (the then Backward Officer) and~~the Backward~~ Assistant Directors of Backward Class Welfare (the then Assistant Backward Class Officers,) the Personal Assistant and the Backward Class Welfare Officers are important and ~~essential~~ agencies, each being indispensable in its own way.

4. The posts of Assistants to the Head of the Department first came into existence in 1926. At that time they were styled as the Assistants to the Criminal Tribes Settlement Office, In the beginning there were two such posts and a third posts was added in the year 1931 as per Government orders contained in Government Resolution General Department ~~Department~~ No.6676 dated the 22nd August 1931. In the year 1930, these posts of Assistants came to be styled as posts of Assistant Backward Class Officers when the name of the Department was changed into Backward Class Department.

5. In the year 1947, the Juvenile and Beggars Branches of the Backward Class Department were separated from the Backward Class Department and put under a separate Departmental Head called the Chief Inspector of Certified Schools as per Government orders contained in Government, Resolution, Home Department, No.163/5 dated the 16th June 1947. This arrangement was made in order to enable the then Backward Class Officer and his class amelioration work and the Criminal

Criminal Tribes Settlement Work,. In the same year, two more posts of Assistant Directors (Assistant Backward Class Officer) were added to the cadre of the then Assistant Backward Class Officers, because the three Assistant Backward Class Officers fell because the three Assistant paying attention to the greatly increased volume of Backward Class amlioration work then, as ~~then as~~ per Government orders contained in Government Circular Memorandum Education and Industries Department, No.8007 dated the 25/6/1948 and the State, was divided into 5 circles under the 5 Assistant Directors of Backward Class Welfare The Volume of Backward Class Concessions had increased much and looking to this and the important cases of Backward Class amelioration coming up for redress with the help of the then Assistant Backward Class Officer, it was thought necessary to raise the status of the then Assistant Backward Class Officers from that the off the 1st grade Mamlatdars to that of 2nd grade Deputy Collectors, as per Government orders contained in Government resolution Education Department Industries Department, No.7712 dated the 1st July 1947. When this was done the cadre of these officers was put into the cadre of the Assistant Directors of Backward Class Welfare to enable

the appointment of enthousiastic and social District Deputy Collectors to work as Assistant Directors of Backward Class Welfare. with the status of Depyty Collectors behind them and with the experience gained by them in the Revenue Department, these offices have been uniquenly useful in assisting the Director of Backward Class Welfare in carrying on the efficient administratio of the Backward Class Department.

6/. The above history andthe development of the Backward Class Department especially of the posts of Assistant Directors will show the long standing for these posts in the Department and to abolish such necessary posts oflong standing woule certainly not be a wise step from the point of view of Backward Class amelioration wok, which has at present assumed various phases such as the original Backward Class amelioration schemes, educational ecomonic, the ~~post~~ post war reconstruction schemes, schemes under five Year Plan, schemes ~~for~~ for the welfare of scheduled Areas and Scheduled Tribes, schemes for the eradication of untouchability etc. Many of these schemes especially the schemes for the rehabilitation of ex-Criminal Tribes and the ~~ERAx~~ Eradication of untouchability were not even in existence before the year 1953. These schemes are to be implemented in their own special ways as per the respective orders issued by Government for their impleimentation. For example, the propagandists under the schemes for rehabilitation of ex-Criminal Tribes are paid grants in a different way than those under the ordinary schemes for the payment of grants to ordinary progagandists under Voluntary Agences, Moreover, the payment of grants ~~grants~~ to Voluntary Agencies appointed for the purpose of eradication of untouchability is done in a different way than the payment of grants under the above two methods. The returns and reports have increased

Rehabilitation of ex-Criminal Tribes and the

increased considerably. All this will show that the sphere of Backward Class ameliorative activities has not only increased in volume but also in diversity. If the posts of Assistant Directors are discontinued, the implementation of these schemes will suffer to a very great extent as I will have to depend only upon the Backward Class Welfare Officers who would be the only field workers of the Department. But these officers possess much less much ess experi-nce and official status.

It is intended to hold conference with the Minister and Deputy Minister incharge of Backward Class Department, of Voluntary Agencies and Social workers ~~xxxxxx~~ interested in the implementation of schemes for the ecadication of untouchability in the month of May . In this conference one of the important ~~xxx~~ items is of holding a refresher course for giving information and training to the newly recruited propagandists of Voluntary Agencies engaged in the eradication of untouchability. These arrangement and conduct of these courses the Assistant Directors would be of unique help and importance and the Backward Class Welfare Officers would certainly not be able to conduct these courses as efficiently as could be done by the Assistant Directors. As these are different kinds of propagand workers for doing ordinary Backward Class Welfare work, fo working towards securing rehabilitation of ex-Criminal Tribes and for working towards the goal of the eradication of ~~xxxCriminalxTribesxandxxxwar~~ xxxx untouchability, the holding of refresher courses for the benefit ~~of~~ of the different kinds of propagandists is likely to be a permanent nature of activity, as the propagandists, generally do not stick up to their appointments for a long time and every year new propagan-dis workers will be found in great numbers requiring

(courses will be held in the three language regions for the)

of their duties. This makes a very strong reason for the ~~for the~~ continuance of the posts of Assistant Directors of Backward Class Welfare, as the Backward Class Welfare Officers are less experienced as already stated above.

7. With the increase in the bolume of Backward Class Work and also in the diversity thereof, it has become necessary to inspect the offices of the Backward Class Welfare Officers by the Assistant Directors of Backward Class Welfare at least once a year. The Assistant Directors have already been given instructions regarding this subject mentioned under this office Circular No.ES/V/40 dated ~~the~~ the 19th September1952. Now if the posts of the Assistant Directors are abolished, I will find it impossible ~~impossible~~ to inspect all the 17 or 28 offices.(when there will be one Backward Class Welfare Officer for each district) every year as the Head Office has also to devote much time for important correspondence in the Head Office itself. The correspondance at the Head Office ~~has~~ in the last year has increased tremendously.Thus it will be seen that the Assistant Directors alone are the duly suitable agency forcarrying on regular inspection of the offices of the Backward Class Welfare Officers and in the interest of increasing the efficiency of the Backward Class Welfare Officers and their offices, the inspection of their offices at least once a year is very necessary

8. I have already pointed in my previous letter that the work of scrutinising the diaries of propaganda workers and recommending grants on their account to Head Office, Poona , and also scrutinising the expenditure statements of Voluntary

Agencies is done only by the Assistant Directors. The Assistant Directors have also to guide the Prop agandists of Voluntary Agencies in their work for different activities of Backward Class Welfare. All this can be done more efficiently by the Assistant Directors than by the Backward Class Welfare Offices in view of the increased volume of Backward Class work for difference activities of Backward Class Welfare All this can be done more efficiently by the Assistant Direcors than by the Backward Class Welfare Officers in view of the increased volume of Backward Class work and its diversity as stated above.

9. In cases especially of a complicated nature, the Assistant Director of Backward Class Welfare would definitely be in a better position and more a fit person to contact the officials concerned and also to advise the agrieved parties and also to contact the opposite parties, if necessary. For this kind of work the Assistant Director is a better suited officer in view of this position and experience.

10. The Backward Class Board in their meeting held on 3/12/52 have rightly unanimously and emphatically expressed their opinion that the Estimates Committee's proposals regarding ~~the opinion that~~ the transfer of the control of the Backward Class Welfare Officers by making them work as ø offices directly subordinate to the Collectors and the abolition of the posts of Assistant Directors ~~were~~ were not acceptable and that the retention of the posts of Backward Class Welfare are vry necessary for securing the desired results in the field on Backward Class Welfare. Not only that,

that , but the Board has gone a step further and has recommended , with a view to secure more intensified work at the hands of the Backward Class Welfare Offices, that there should be one Backward Class Welfare Officer for each district. It may here be stated that the Backward Class Board is a Statutory Advisory body almost co-existent with the birth of the Backward Class Department and social workers who have devoted their lives for the Backward Class Welfare work are among the leading members of the Board . Though it is not legally binding on Government to accede to each and every recommendation of the Board, it is seen in practive that Government does give effect to the recommendation of this Board in important matters of Policy. It is , therefore, hoped that the recommendation made by the Board on such an important issue as the one under review should certainly be agreed to by Government.

11. Experienc during the year 1953 has shown that both the Backward Class Welfare Officers and the Assistant Directors, who have been working under my control and independently of any control over either of them by the Collector, have been found to be very useful officers in making proper enquiries and submitting reports and recommendations keeping in view the orders issued by the reports and recommend ations keeping in view the orders issued by the Government about the respective Backward Class concessions. After making proper enquiries these officers have in many cases reported against the decisions taken by the Collectors in the matters of grant of lands to Backward Class agriculturists and Backward Class Co-operative housing Societies etc. and against and against the appointing authorities who have discharged Backward Class persons under the pretext of retrenchment. A good many of these cases have been got remedied by making the offices concerned

concerned revise their own previous orders, on the strenght of the enquiries a reports independintly submitted to me by them. Now had the Backward Class Welfare Officersofficers directly subordinate to the collectors, as recommended by the Estimated Committee, I doubt whethr they would have b een in a position to submit recommendations to the Collectors against the decisions taken by the Prant Offices and the Colectors , in order to secure proper justice for Gove nment for securing effective results in the field of Backward Class Welfare. Thus it will be clearly seen that in order to secure proper justice for the Backward Classesthrough the agency of the Backward Class Department as intended by Govt. the control over the Backward Class Welfare office s should definitely be that of the Director of Backward Class Welfare rather than of the Collctors. And of the Backwa d Class Welfare Officers are ~~the Collectors~~. And to remain, and inmy view they must remain under the control of th Backward Classes Departm there is still a great necessityfor thertention of the posts of Assistant Directors in order to sup ervi e andguide the former officers in their work as already stated by me in the foregoing paragraphs.

12. (a) To clarify the statements made in the foregoing paragraph, I would invite the attention of Government to My D.O. letter No .AM/VII/Sr-25/1754, dated the 10th April 1954. On persual of the D.O. it will be seen that the lands cases have been delayed in many ases. It may be stated here that while these cases were being dealt with by this Department, the services rendered by the Backward Class Welfare Officers and the Assistant Directors by way of making proper and independent enquiries and reporting a true picture of the facts of a case and also by expediting the officers concerned were found to be very useful, especially

operative Housing Societies at Sholapur and Co-operative Joint Farming Society at Pabal , District Pooma.

(b) With respect to two cases, one at Juna Jessapur, District Baroda and the other at Bommigatti, Dist. Dharwar regarding grant ofwaste lands to Backward Class agriculturiest, it is found after making proper enquiries though the Backward Class Welfare Officers in each case that the Revenue authorities had wrongly granted land to Individuall cultivators. The case of Bommigatti was referred to me by Government for my remarks and I am glad to mention that Government were pleased to pass orders as recomended by me by cancelling previous orders of Revenue Officers. In this connections vide this office u.o.r.No. AM/VI/SR-37/1519 dated the21st January 1953. Regarding the land at Juna Jessapur, the land was first withdrawn from a Harijan and given to a non-Backward Class. The Backward Class Welfare Officer made pepper enquiries and represented the case to the Prant Officer for granting the land to a Harijan in the spirit of th Government orders. The Prant Officer had to accept the say of the Backward Class Welfare Officer and grant the land to the former lessee who is a Harijan.

(c) In another case regarding land at Sangvi Sandas, the Mamlatdar had originally reported that there was no demand from Backward Class for grant of land. The case was ~~no demand from~~ referred to this Office by Government u.o. for remarks. On enquiry through the Backward Class Welfare Officer it could be seen that there were demands from Backward Classes for the lands and accordingly Government

~~have~~

have ordered the grant of the land to a Backward Class member In this connection, attention of Government is invited to this Oficer u.o.r. No. AM/IV/SR-37/1468, dated the 7th Feb. 1953.

(d) In another land case at Deolali in Nasik district, the Mamlatdar had passed an eviction order to the Backward Class occupants of the land. A complaint was made to Government regarding the grievances of the Harijan occupants and a copy thereof was sent to this office by Government for report. The Backward Class Welfare Officer, Nasik, ~~who~~ who was asked to report in the mater, had recommended to pass a stay order against theorder pssed by The Mamlatdar. This recommendation of Backward Class Welfare Officer was communicated in my report to Government. Government agreed with me and passed the necessary stay order in this connection (vide Government Memorandum. Revenue Department No.5364/49 dated the 17th February 1951)

(e) In another case, it was representatd to Government that the tanneries at Bhusawal should be removed to a distant place on the plea that they cause a nuisance to the colony of displaced persons. The tannery was also ordered to be removed to a distant place. A complaint was received inthis respect from the chamars of Bhusawal. The case was enquired into by the Backward Class Welfare Galgaon Nasik, and it was recommended to Government that the Colony for displaced persons is a later development. Accordingly Government cancelled the orders of the Mamlatdar. Bhusawal regarding the shifting of the tenan tannery under Government lettee, Education Department No, MBC 1050/29873- J, dated the 18th June 1951.

Shi Asst. Director of Backwardclass welfare, Nasik

(f) In another case, Government had ordered that S.number 60 of Mungwakam Taluka Kumta, District Kanara, should be granted to a Backward Class person : In this Case the Collector had reported to Govt. that the particular Backward class person was unable to pay occupancy price of Rs.204/-. The case was referred to this Office for enquiry and report under Government letter, Revenue Department, No.7422-B/49 dated the 6th Decr. 1951. The Backward Classs Welfare Officer, Karwar, who was asked to make enquiries in the matter, reported that the Backward Class person was willing to pay the amount of Rs.204/- The Backward Class Welfare Office could not have been able to send such a report had he been directly subordinate to the the Collector .

Had the Backward Class Welfare Officers been under the Direct control of the collectors, these officers would not have been able to bring these facts to my notice as boldly and indepdneently as the have done at present, being directly subordinate to me.

These are only semple examples. There may be several such cases also. It only goes to prove that there is great necessity of Assistant Directors and that it would be to the detriment of Backward Class interest (as resolved by the Backward Class Board) to place the Backward Class Welfare officers under the cOllectors. That would also undermine my power and would render me helpless insuch cases of injustice as there would be none between myself and the Backward Class Welfare Officers and it com ner of the Sta e and bring out such cases of injustice to the notice of Government.

13. In the matter of making fruitful efforts towards securing the eradication of untou-chability, the agency of the Backward

been found to be very useful and effective and tactful, on the whole , by way of giving proper guidance and advice to the Harijans and also to the propagandists working in this field and by way of properly contacting the non-Harijans and the officers of the Revenue and Police Departments with a view to secure good results in this respect as already stated by me above. The Backward Class Welfare Officers and the Assistant Directors would not have been able to secure these results had they been a part and parcel of the Revenue Department., as the Revenue and Police officers have also to take into account the general consensus of opinion in a village or an area while they discharge their respective duties assigned to them.

14. In conclusion, I hope and trust that after going through the solid reasons mentioned above in support of keeping the Backward Class Welfare Officers under my control and in support of the retention of the posts of Assistant Directors, Government will take decisions inconsonance with the requirements of the ever-increasig volume of Backward Class amelioration work to be executed by the different departments of Government including the Backward Class Department and also taking into consideration the increasing diversity of the nature of the Backward Class amelioration work as seen as present.

Sd/-T.M.CHAUDHARY
Director of Backward Class Welfare,
State of Bombay, Poona.

MKP.30. 8

the 5th June 1954 and Assistant Secretary(Shri Jalle's) note dated the 11th June 1954 th reon).

.. ..

CONFIDENTIAL
IMMEDIATE.

No BCE 3454/24610-J,
Education Department,
Bombay Castle, 25th June 1954

Forwarding to the Director of Backward Class Welfare for information with reference to his letter No.ES/I/67, dated the 29th April 1954.

2. Secretary like to discu se the case with the Director of Backward Class Welfare on 29th June 1954 wh n he will be visiting Poona to attend the conference of the Heads of Departmen s under the control of education department.

By order and in the name of the Governor of Bo
Bombay

Sd/-
(Y.D.JAEEL)
Assistant Secretary to the Government of Bombay,
Education Department.

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IMMEDIATE
CONFIDENTIAL.

No.BCE 3454/J,
Development Department,
(Backward Classes, Rehabilitation,
and Housing)
Secretariat(A) Fort,
Bombay-1- February 1955

To

The Secretary to the Government of Bombay,
Revenue Department.

Subject: - Reorganisation of Backward Class Department.

.....

The question of reorganisation of the Backward Class Department, was under t econsideration of Government for some time past.Government has now dec ded to abolish the some time past Government has now de ided to abolishe the present 5 posts of rejoinal Assistant Director of Backward Class Welfare These posts are of the grade of Dy. Collectors and at present 3 of these posts are held by Dy.Collectors os Syts.Jadhav,Sindha amd Naik.

Government has further decided that at the haad office of the Backward Class Department t re should be 3 Asstt. Directors of the grade of Dy.Collectors One of these Officerw will deal with land and allied m atters. You are requested to suggest the named of a suitable officer to fill this post .If the Revenue Department has no obetion Shri R.G. Gupte who is at present working as P.A. to the Director, B ackward Class Welfare may be allowed to work as an Assistant Director in the head office to de al with land and allied matters. He will, in addition to his grade pay, receive a speci al pay of Rs.50/- and

Rs.50 /- and the period spent by him as an Assistant Director will count for pay, increments and seniority in the grade of Deputy Collectors. It is proposed to appoint him as an Assistant Director from 1/6/1955. The Concurrence of the Revenue Department may please be communicated at an early date.

Sd/-

Joint Secretary to the Govt. of B'bay,
Development Department.

MKP.30

(Backward Class, Rehabilitation, and Housing) Secretariat (Annexe), Fort
Bombay, 1. February 1955.

To

The Secretary to the Government of Bombay,
Education Department.

Subject: - Reorganisation of the Backward Class Department.

.....

As a measure of the reorganisation of the Backward Class Department, Government has decided to create at the head office of the Backward Class Department 3 posts of Asstt. Directors in the Dy. Collector's grade of Rs.350-650. One of these officers will deal with question pertaining to educational uplift of the Backward Classes. Government proposed to fill this post by the transfer of a capable and experienced Class I officer from your Department. The said officer will draw pay in the Dy. Collector's scale of Rs.350/650 at a stage next above his present pay. He will be allowed to count his period of service as an Asstt. Director for the purpose of pay, increments and seniority in his original class I grade. It is proposed to make the appointment as ~~Junior Assistant~~ soon as possible. You are accordingly requested to recommend the name of a suitable experienced officer with sympathy for the Backward Classes for appointment to this post at an early date. You may also consider the eligibility of Shri R.K. Gadekar, ADBCW, Nasik ~~Credit~~ circle, for appointment to this post. Shri Gadekar has lien on the BES Cl.II pool of A.D. and was secounded to the B.C. Dept.

MKP.30.8

7 years ago as personal assistant to the Secretary

His coufd. pe_rsonal file is enclosed. If may be returned when donm with.

Sd/-
Joint Secretary to the Gove nment of B'bay
Rehabilitation, Housing and
Backward Classes Department.

MKP.30.8

IMMEDIATE
CONFIDENTIAL .

D.O.No. BCE 3454/J,
Development Department,
(B.C.R & H) Secretariat, (A) Fort,
Bombay-1- 1st March 1955.

. The following decisions have been arrived at by Government in regard to the reorganisation of the Backward Class Deptt.

(a) The present posts of Regional Assistant Director of Backward Class Welfare should be abolished;

(b) Three posts of Assistant Directors in the scale of Rs. 350/650 should be created at the Head Office and should be filled by the transfer of suitable officers from the education Department , Revenue Department and Develop-ment Department These officers as well as the P.A. should be draw a speci-al pay of Rs.50/- p.m.

(c) 10 addl posts of Backward Class Welfare Officers should be created so that for every District (excluding the Dangs) there will be one Backward Class Welfare Officer.

(d) The following ad-ditional posts should be created at the head office:-

One superintendent in the grade of Rs.200-300.

Two Head Clerks in the grade of Rs.~~200-300~~ 150-10-200

One post of Jr.Clerk

Greater Bom bay	West Kha-ndesh	Thana
Ahmedabad	East Khandesh	
Panch Mahals	Poona	
Surat	Sholapur.	

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Necessary orders in the matter will be issued after the next years budget is passed by the Legislature.

2. Government is anxious to give effect to the above re-organisation as early as possible. It will therefore be necessary to take certain preliminary steps beforehand. The 10 posts of Backward Class Welfare Officers will have to be filled in consultation with the P.S. Commission. In Addition, two vacancies will occur as a result of the proposed reversion of Shri Sadre and retirement of Shri Upashi. According to the 25 formula, 3 out of the 12 vacancies will have to be filled by the promotion of the ministerial staff. Again the post of Superintendent will also have to be filled in consultation with the P. S. Commission. I should be glad if you would consider these proposals and dismiss them with me on Sat.5th March 1955.

Joint Secretary to the Govt. of Bombay,

Development Department.

Shri D. B. Kamble,

Director of Backward Class Welfare,

Bombay State, Poona.

D.O.No. BCE 3454-J
Development Department(Backward Classes Rehabilitation & Housing),Secretary,
Bombay-1- 2nd March 1955.

Kindly refer to our conversation of yesterday.As I perhaps mentioned, Government have decided to create 10 additional posts of Backward Class Welfare Officers ~~max~~ for the State. It has also been suggested that these posts should be made interchangeable with the posts of II grade Mamlatdar Would you please let me know, as soon as may be possible, if your Departmen would be able to spare about.10 young energetic men for the ~~x~~ work we have in view? You suggested taking a census of persons who are willing to be deputed . To this we would have no objection andrequest that such a census be taken immediately and this Department informed as to how many men you could send us and now soon ?

Yours Sincerely,

Sd/- L. G.RAJWADE.

Shri V.SHANKAR ,I.C.S.
Secretary to Government,
Revenue Department,Bombay.

MKP.31.8

IMMEDIATE.
CONFIDENTIAL.

No.BCE 3454-J
Development Department,
(Backward Classes, Rehabilitation,
and Housing) Sachivalaya,
Bombay-1- 24th March 1955.

To

The Secretary,
Bombay Public Service Commission,
Bombay-

Subject: - Establishment of the Backward Class Department
Appointment of Backward Class Welfare Officers.

...

Sir,

As the Commission are aware, there are at present 17 Backward Class Welfare Officers working in the 28 District of this State. of those, 11 officers are in charge of 2 districts each and theremaining 6 officers are incharge of one district should be able to devote greater attention to the welfare of the Backward Classes intheir Jurisdiction, Government has decided that with effect fromthe next financial year, there should be oneBackward Class Welfare Officer for each District excluding the Dangs District. Ten additional posts of Backward Class Welfare Officers are, therefore being created with effect from the next financial year. The questionof filling these posts needs to be considered urgently.

2. In addition to these 10 additional posts, two more vacancies in the cadre of Backward Class Welfare Officers will shortly occur as under:-

One vacancy resulting from the proposed reversion of Shri L.B.Sadre.

Another vacancy resulting from the superannuation of

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Shri B.Y.Upashi, Backward Class Welfare Officer, Greater Bombay and Thana. Shri Upashi is due to retire in October next, but is likely to go on leave preparatory to retirement much earlier. The Commission are being separately addressed inregard tothese two vacancyes . The number of posts to be Service Commission is thus 12.

3. The post of Backward Class Welfare Officers are filled either by direct recruitment or by the promotion of senior persons in the Head Office of the Backward Class Department. As the Commission are aware, it has been decided that 25 per cent of th e vacancies in the cadre of the Backward Class Welfare Officers s hould be filled by the promotion of the ministerial staff in the Backward Class Department and Government propose to fill an additional 25 per cent ofall available posts by deputation of IInd Grade Mamlatdars fromthe Revenue Department. A separate communication in this regrd will be addressed to the Commission in indue course. Government proposes to fill 6 posts by open competition -

4. I am to request you to move th e Commission to advertize these po sts immediately andrecommend to Government thenames of 6 suitabl y be Gujrati knowing perso ns and 2 candidates knowing kannada. Separate lists o f Backward Class candidates may please be drawn up in order o f preference and submitted to Government at very early date. As Government is anxious to appoint these officers as early as possible, theli s t may please be sent before the end of April 1955. A suitable re uisi tion form for the purpose is enclosed.

Yours faithfully,

Copy forwarded wkk for information to the Director

Backward Class Welfare, Poona.

MKP.31.8

D.O.No. ADM/305 of 1955.
Co.operative Department,
Poona-1-: the 22nd March 1955.

Dear Umarji,

I am enclosing herewith this office un-official reference "o.ADM 305/, dated the 15th March 1955 addressed to Government in the Devel opment Department, but re eived back here today.

Copy endorsed.

Yours sincerely.

Sd/- G.K.DESAI.

Shri B.P. U MARJI,
Assistant Secretary to Government.
Development Department-, BOMBAY-I-.

23/3/55

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Note:- It is realised that this form of cannot

Requisition for the recruitment of candidates for appointment to thr posts of Backward Class Welfare Officers.

.....

1.	(a) Designationof the Post	Backward Class Welfare Officers.
	(b) Number ofposts to be filled	Six.
2.	Class and serfice to which the posts bel ong.	General State service.
3.	Whether permanent or temporary (if temporary period for which it will last)	Temporary for a period of one year but likely to be continued further.
4.	Whether pensionable or non-pensionable.	Pensionable, if made permanent.
5.	Period of probation if any.	One year.
6.	Can the appointment be terminated by notice? If so on what conditions.	Terminable according to the relevatn service rules.
7.	(a) Duties.	To look aft r Backward Class Welfare work, to give effect to the various ameliorative measures sanctioned by Government from time to time for the uplift of the Backward Classes, to give them publicity to enable the Backward Classes to take advantages of thm and to perform such other duties as may b assigned by the Director , Backward Class Welfare.
	(b) Place of places in which Officers will be required to serve	Any place in the Bombay State.
8.	When will the selected candidated be required to Joint?	Immediatel y after selection.
9.	Scale of pay	
	(a) for direct recruits	Rs. 250/325/- plus dearness allowance as admissible to Government servants andpermanent travelling allowance. Prohibitio ners will get Rs,250/- per month for one year ans will start in the scale on Rs.250/- in the second year.

	(b) for persons who have been	Same as in (a) above but their pay will be fixed according to the Bombay Civil Service Rules, They will however, be on fixed pay during the probationary period and will not earn any increment during that period.
	(c) wil l requests for higher starting pay than the minimum ne by Governmen t ? If so, to what extent and on what grounds.	No. The pay ofpersons already in Govt. entertained employ will be fixed strictly according to the rules without any higher startingpay.
10	Proppects of promotionto higher posts or to higher time scales of pay if it is desired to state themn.	Prospects of promotion as P.A. to the Director, Backward Class Welfare in long run.
11	(a) Provident Fund (b) Pension Fund.	Subscription to the General Provident Fund will be compulsory, if the candidate i appointed permanently to the post.
12.(A)	Special concessions, if any suc as rent free quarters, light, water, etc.	N I L.
13	Qualifications required (a) Academic (c) Experience; (b) Training; (d) Any other quali fications.	The can didates shouldbe greduates of a st tutory University in the Bombay States or any othererecognised Unive sity in Social Sciences and should preferably have experience of administration or social services.
14	(a) Age limit (if any)	The direct recruits should ordinarily not less than 23 and not more than 35 years ofage but this limit may be relaxed to 45 in stuitable cases.
14	(b) Would the age limit be relaxed by Government, if necessary, in case of candidates wi th exceptionally good qualifications and for experience.	
15	Nati-onal ity	A citizen of India or subjects of Sikhim or of the Portugeese Possessions in India. Subjects of Nepal, and Sikhim and displaced persons from Pakistan who have not acqu red the citizenship of a certificates of eligibility by the State Govern ent in their favour.
16	Domicile	
17	Are Governent servants eligible?	Yes, if p rmitted by the Head of the Department Concerned.
18.	Are women eligible	Yes.

19 Are members of any particular Community or communities to be preferred. If, so the degree of preference to be given to be stated.	Yes. The Backward Class candidates shouldd be preferred the following qualifications andage limitx should be prescribed for them: (i) An ordinary pass degree of a statutory University in the Bo mbay State or any other recofnised University. (ii) Age limit between 23 and 38 years, the upper limit to be relaxed upto 45 in suitable cases:- .
20 Name and address of the Head of the Department or his representative who will be present at the interview.	The Director, Backward Class Welfare, Bombay, State, Poona.
21. Any other conditions or qualifications not covered by the above questioned.	The candidate must have a thorough knowledge ofone of the regional lan guages ofthe State and prefe rably wo#kingknowledge ofanother such language. He will also have to pass an examinatio n in Hindi Prescribed by Government within the prescribed period . He will further examinations as may be laid down by Government.

MKP.31.8

No.966/10664-B
Bombay Public Service Commission,
Bank of India Building, Mahatma Gandhi, Rd
Bombay- 1- 11th April 1955.

From

The Secretary,
Bombay Gx Public Service Commission,.

To

The Joint Secretary to t. Government of Bombay,
Development Department(Backward Classes ,Rehabilitation and Housing,) Bombay.

Sir,

With refer n ce to Government letter No.BCE.3454-J, da ed the 24th March 1955, regarding recruitment for the posts of Backward Class Welfare Officers, I am di ected to state that the qu lifi cations stated in therequisition forwarded with the letter are identical with those stated in the requisition forwarded wit Govenment letter, Education Department No .BCE 1452-J , dated the 13th July a953, andt e changes made in the letter qualifica ions by the Commission as intimated in my lett r No.966/ 974-A, dated the 10th August 1953, do not seem to have been taken into account. In view of the urgency of the matter, th e Commissi on have advertised the posts with necessary mo difications as was done in 1953, the qualifications stated in the adve tisement being "(a) For Backward Class candid A degree of a recognised University. For others- A degree in the Social Sciences, including anthropology, of a recognise d University; (b) a through knowledgeof one

one of the regional languages of the State(viz., Marathi Gujrathi, and Kannade) and a preferably working knowledge of another subh language. Preference will be given to candidats who have experience of administration or social service or any one of the followin qualifications:(i) the Diploma in Social Work of the Tata School of Social Sciences (ii) the Diploma in social work of the Calcutta University; (iii) the M.A. degree in Social work of the M.S. University of Baroda or of Delhi University or (iv) the M.A. degree in Labour and Social Welfare of the Patna University. For two posts preference will be given to candidate knowing Gujrathi and for two other posts preference will be given to candidates knowing Gujrathi and for two other posts prefeence will be given candidates knowing Kannada."

2. An advertisement inviting applictions was issued on 25th March 1955 immediately after the requisition was received on the 24th March 1955 and the 28th of April 1955 has been fixed as the last date for the receipt of applications to allow adequate time to candidates to obtain the forms of application and submit them with copies of relevant documents. After the last date, the Commission will require some time for scrutinizing the application and the candidates selected forinterview While the Commission will make every endeavour to make their recommendations as early as possible, it will not be possible for them to do so before the end of April 1955 as desired by Government Attention is invited in this connection to the orders in

~~to do so efore the end of April 1955 as desired by Govt.~~ Government

Circular Memorandum Political and Services Department, No. 1803/34, dated the 8th January 1947, directing that the Commission should be given ordinarily not less than three months to make their recommendations in cases of direct recruitment.

3. A ..detailed ~~additional~~ statement of duties and responsibilities of the posts of Backward Class Welfare Officers may be forwarded for the guidance of the Commission.

Yours faithfully

Sd/-
Secretary
Bombay Public Service Commission.

MKP.31.8

No. BCE 3454/13733-J
D.D.C.B.C. R H & B
Secretariat, (A) Fort, Bombay,
4/4/1955

To

The Secretary, B.P.S. C.,
BOMBAY.

Subject:- Reorganisation of the B.C.Deptt.
Apptt. of B.C.W.Os.

....

Sir,

With refernce to para 3 of your letter No.966/1066 4-B dated the 16/4/1955. dn the subject mentioned above, I am directed to enclosea detailed statement of duties and responsibilities of the posts of B.C. W.Os. for the guidance of the Commission.

Yours faithfully,

Sd/- Y.D.JAEEL,
Asstt.Secy to the Govt.of Bombay.
D.D.C. R.H & B.

MKP.31.8

D.O.(B.C.R. & H)
Secretariat, May 1955.
25th

My dear Dias,

As you are already aware, Government has decided to create at the Head Office of the B C. Department 3 posts of Asstt-Directors in the Deputy Collectors grade of Rs.350-650/. one of these officers will deal with questions pertaining to the Educational uplift of the B.Cs. Government proposes to fill this post by the transfer of a capable and experienced Class I or Class II Officer from your Department. The said officer, if he was a class I Officer will be allowed to draw pay in the Class I grade instead of the Asstt. Director's grade but not get any special pay. If he is a Class I Officer, he will be allowed to draw pay in the Assistant Director's class I grade instead of the grade without special pay. If he is a Class II Officer, he will be allowed to draw pay in the Assistant Director's scale without special pay or in Class II Scale with a special pay od Rs.50/ whichever he chooses. The option once exercised by him will be final.

2. Government proposes to make the appointment as soon as possible. I shall therefore be grateful if you could kindly suggest thenames of two or three suitable and experienced officers (with sumpathy for B.Cs.) for appointment to this post at an darly date You may also consider the eligibility of Shri R. K. Gadekar, Asstt. D.B..C W Nasik Circle for appointment to this post. As you are aware Shri Gadekar has a lien on a B.C.E. Class II post A.O. and was seconded to the B,C. Deptt. 7 years ago as P.A. to the D.B. C.W. His confidenti l personal file is enclosed. It may be returned when done with.

Yours sincerely.

Sd /- L.G.RAJWADE.

Shri A.L.Dias, I.C.S.,
Secretary to the Government of Bombay,
Education Department.

D.O.No. BCE 3454/24610-J
D.D. (B C R & H)
Secretariat, 25/3/55

My dear Shankar

Kindly refer to my D.D. ~~xxxx~~ letter No. BCE.3454-J of 2nd March 55 regarding the transfer of some 2nd grade M.dars & BCWOs. Could you kindly send t e names of suitable M.dars for appointment as to C.W..O.s immediately? Thses officers will be allowed to draw their grade pay while working as B.C.W.Os. will get in addtion a spl pay of Rs.30/- p.m.

Yours faithful y,

Sd/- L.G.RAJWADE

V.Shankar .I.C.S,
Secretary to the Government of Bombay.
R.D.

No.BCE 3454/13733-J
D.D.C.B.C. R & H.D. NEW SECRETARIAT
26th May 1955.

To

The Secy, B.P.S.C.
BOMBAY.

Subject: Reorganisation of the B.C.Deptt.
Apptt. of B.C.W.Os.

...

Sir,

I am directed to refer to the correspondence resting with Govt letter of even Number 14/4/55 on the subject mentioned above and to request you kindly to more the P.S.Commission to send their recommendations for the ~~Application~~ Apptt. of B.C.W.Os. at a an early date.

Yours faithfully,

Sd/-
Asstt. Secy. to the Govt.of B'bay.
D.D.C. B.C. R & H D.

MKP.

... ...

VERY URGENT

No. BCE 3454/13733-J
R H & B C D.
Sachivalaya, 4th Jun.1955.

To

The Secy to B.P. S. C., BOMBAY.

Subject:- Reorganisation of the B.C.Deptt
Apptt. of B.C.W.Os.

...

Sir,

I am directed to refer to Government letter of even number dated the 26/5/1955 on the subject mentioned above and o request the farme of an early reply thereto.

Yours faithfully,

Sd/-
Assistant Secretary to the Government of Bombay,
R H & B C D.

MKP.31.8

No. 966-B
Bombay Public Service Commission,
Bank of India Building, Mahatma Gandhi Rod,
Bombay-1- 7th June 1955

From

The Secretary xx
Bombay Cxxxxxx Public Service Commission.

To

Joint Secretary to the Government of Bombay,
Rehabilitation, Housing and Backward Classes Department.
Bombay.

Sir,

With reference to Government letter No.BCE 3454/13733-J, dated the 26th May 1955 and 4th June 1955 regarding recruitment for the posts of Backward Class Welfare Officers, I am directed to invite attention to my letter No.966/1066 10664-b, dated the 11th April 55 and to mxxxxx

From

Secretary to Government,
Relief & Rehabilitation,
Hyderabad-Dn.

To

Shri Radhakishen Shankerdas,
C/o The Royal Hote, Nampally, Hyderabad-Dn.

Subject:- Recovery of loan from Shri Pessumal Parasram.

....

Sir,

With reference to your letter dated September 3, 1956, on the above subject, I am to state that the loan has been granted to the loanee in the year 1950.

I am, further, to request you kindly to inform this department as to what is the total amount he has repaid. If he has any receipts, the loanee may be directed to this department for verification with the receipts of payment of Rs.5/- per month as stated.

As regards the payment of Rs.10/- p.m. to this department towards the arrears of loan, I am afraid this cannot be agreed to pending clarification from the Government of Bombay in view of the huge outstanding amount. The Government of Bombay is being referred in the matter and the decision taken by that Government will be communicated in due course.

Yours faithfully,
Sd/- Asstt. Secretary,
Rehabilitation.

No. 2413 dated 17.9.1956.

1) Copy to the Collector, Hyderabad, District in continuati of this department letter No.4075 dated 15-2-1956, for necessary action. Necessary action may be taken to recover the dues immediately.

2) Copy to the Under Secretary to the Government of Bombay, Rehabilitation, Housing and Backward Classes Department; Sachivalaya, Foreshore Road, Bombay-1., He is requested to let this office know if the above loanee is remitting Rs.5/- per month and whether Rs.10/- per month may be accepted as instalment against the loan outstanding.

Sd/-
Asstt. Secretary,
Rehabilitation.

CSN.3.10.56.

D.O.No. BCE.3454-J
Rehabilitation, Housing and
Backward Classes Department
Sachivalay, Foreshore Road,
Bombay-1- 1 Jan.1955.

CONFIDENTIAL

Dear Shri Israad.

Will you please refer to the correspondence nding with your confidential letter No.966-B, dated the 7/6/55 regarding selection of suitable persons for appointment to 6 posts of B.C.WOs.

2. We do appreciate the Committee difficilties and ordinarily should have been very ~~relevant~~ reluctant to expedite you in the matter. We propose to reorganise the B.C.W.Os. Dept- by abolishing the post of Regional A.D.B.C.Wo. and appointing one B.C.W.O. for each District Government is anxious to bring into operation the reorganisation scheme as early as possible. You will realise that the Asl. Directors's posts cannot be abolished unless B.C.W.Os. are appointed in each District. we were expecting to bring into operation the scheme from the end of this month hoping to received the Commissins recommendations by end of May last. ~~You~~ could kindly send ~~sad~~ the recommendations at leastt at the beginning of July. ~~As~~ On receipt of your recommendations, we shall have to obtain police reports on the attendance of the candidates and also get them medically examined. It will furthe be necessary to put them ththro. a short term trg. course. If the commissions recommendations are received in the last week of this month or early in July, it will be possible for us to brieng into operation te reorganistion scheme from 1st Aug.1955 May I request you to look into the matter personally and move

Yours ~~xxxxx~~ sincerely,

L.G.Rajwade,

Shri D.J.Irach,M.A,
Secy. Bombay P.S.C.

O. No.BCE 3454/J
RH&BCD,
Sachivalaya, Foreshore Road,
B'bay 10th Jan91955.

My dear Naik

Will you kindly refer to my d.o. letter No. BCE 3454/24610-J of 25/5/55 regarding the appointment of an ED Officer to work as ADBCD in charge of Educational matters at the ~~head of the~~ office Head Office of the DBCW? will you please expedite reply to

Yours sincerely,

Sd/- L.G RAJWADE,

A.S Naik, I.C.S
Jt.Secy.to the G.of B.

-----x-----

D.O.No.BCE 3454-J
RH&BCD.
New Sectt.10/1/55.

My dear shankar, Will you kindly refer to my D. O. letter No. BCE 3454/-24610-J dated the 25/5/55 regarding the selection of suitable ~~xfx~~ 2nd grade Kamal tdars to work as BCWOs. I shall b grateful ~~x~~ if you the best of suitable M.Dars is sent t o me immediately.

Yours sincerely,

Sd/-L.G.Rajwade.

Shri Shankar, I.C.S.
Secy.to the G.of Bombay,

R.D.

D.O.No.BCE 3454-J
RH&BCD,
Sachivalaya, 13/6/55

Dear Shri Rana,

ill you please refer to your Confl. No. Memo. No.ADM/305 dated 15/3/55 wherein you have suggested three names for being considered for appointment to the posts of A.D. B.C.W. from the Coop. Deptt. I should like to interview these three men at Poona on a date to be

to be suggested by you. Please communicate the date when you are next likely to invite these officers to Poon ~~limit that~~ .

Yours ,

d/- L.G.RAJWADE

Shri F.W.Rana,

R.C.S.
Poona.

MKP.31.8

D.O.No.966-B.
Bank of Indi Building,
Mahatma Gandhi Road,
Bombay No.1,

Secretary.

13th June 1955.

Dear Shri.Jajwade,

Please refer to your demi-official letter No. BCE.3454-J of June 11, regarding the selection of candidates for the posts of Backward Class Welfare Officers. The interviews of candidates for the posts are being held on 27th,28th,29th and 30th June 1955. The interviews cannot be held earlier as the Commission have a full programme of other interviews till 24th June. I shall forward the recommendations of the Commission without delay after the interviews.

Yours sincerely,

Sd/- B.G.ISRAEL.

Shri L.G.RAJWADE,I.C.S.
Joint Secy.to the Govt,of B'bay,
Rehabilitation,Housing and Backward Classes Department,
Bombay.

MKP.31.8

D.O. No.SAO 3155-G-1337,
Education Department,
Secretariat,
Bombay.22nd June 1955.

My Dea Rajwade,

Please refer to your D.O. No.BCE 3454/24610-J dated the 25th May 1955 regardingappointment to th post of Assistant Director of Backward Cl ass Welfare, in charge of educatio nal schemes. I regret, it is not possi ble t lend any officer from the Bombay Educational Service from th Bombay Educaional Service. About Shri R.K.Gadekar, he has been on deputation to the Backward Class Department for the last seven years andhas gained sufficient experience of t e work pertaining to the welfare of the Backward Classes. The Education Department has no objection to his being considered forappointment to the post., if he is otherwi se found suitable.His personal file is returned.

Yours sincerely,

Sd/- A.S.NAIK,

Shri L.G.RAJWADE
Joint Secretary to Government,
R H & B C Department.

MKP.31.8

No. BCE. 3454/28754-J.

R.H.& B,C.Deptt.,

Sachivalaya, etc..

B'bay, July '55.

To

The D.B.C.W.

Sub:- B.C.Deptt.
Reorganisation of the ....

As your are aware, in the new set up the following posts in the offices of the five Regional Asstt. Dirs. of B.C.W. will be abolished.

5 Senior Clerks.

10 Junior Clerks,

15 Peons.

It is necy. that the incumbents of tthe posts are absolved in the posts that will be newly created you are requested to take immediate steps to see that the staff in cuestion is aabsorbed immediately.

Id/-

A.S. to the Govt. of B'bay,

R., H. & B.C.Deptt.

Id/-

28-7-1955.

As regards the addl. posts that will be created under the reorganisation scheme your attention is invited to G.R., RH&CD Deptt No. BCE 3454, Aug 1955.

D. O. No. B'F. 3454/J

Rehabilitation Housing and Backward Classes Department, Sachivalaya,

Foreshore Road, Bombay 1: 1st July 1955.

Dear Kapadia,

This is in connection with the appointment of an Assistant Registrar of Co-operative Socities as an Assistant Director of Backward Class Welfare in the revised set up which we are proposing to bring into effect from the 1st of August. The Registrar of Co-operative Societies, who was requested to recommend suitable names, had mentioned three: Sarwashri Shinde, Hiremath and Sonvane, of whom we think Shinde would be the most suitable (after examination of their personal files). Subsequently however, the Registrar informed that Shri Shinde could not be spared. As we are forwarding our proposals to the Public Service Commission may I count on your support for Shri Shinde's selection?

Yours sincerely,

Id/-

(L.G.Rajwade.)

Shri J.D. Kapadia, I.C.S.,
Secretary to Government,
Development Department.

Government Of Bombay,
Rehabilitation, Housing and
Backward Classes Department,
Resolution No. BCE.2454,
Sachivalaya, Foreshore Road,
Bombay 1. 17th August 1955.

RESOLUTION OF GOVERNMENT.

The question of reorganising the Backward Class Department with a view to increasing its efficiency has been under the consideration of Government for some time past. After a very careful consideration, Government is pleased to pass the following orders in the matter;-

Officers

Assistant Directors of Backward Class Welfare.

1) The five posts of regional Assistant Directors of Backward Class Welfare should be abolished.

2) In place of these five posts of Assistant Directors of Backward Class Welfare in the scale of Rs. 350-650 should be created in the Head Office of the Director of Backward Class Welfare to deal with all questions pertaining to education, economic uplift and land and allied matters and should be filled by the transfer of suitable Class I or Class II officers of the Education Department, Co-Operation Department and Revenue Department respectively. In addition to their office work, the Assistant Directors are expected to tour round the State to see whether schemes for the Welfare of the Backward Classes are being effectively implemented. These appointments should be tenure appointments generally for a period of 3 years. Class I officers should draw their grade pay. Class II officers should be given the option of enjoying their grade pay plus a special pay of Rs. 50/- or having their pay fixed in the Assistant Directors grade of Rs. 350-650/- whichever they choose.

Personal Assistant to the Director of Backward Class welfare.

The present post of Personal Assistant to the Director of Backward Class Welfare in the Assistant Director's grade of Rs. 350-650 should continue.

Backward Class Welfare Officers.

For every District except the Dangs District, there should be one Backward Class Welfare Officers. There are at present 17 Backward Class Welfare Officers already. Ten additional posts of Backward Class Welfare Officers in the grade of Rs. 250-15-325 should be created. If some of these posts are filled by the transfer of 2nd Grade Mamlatdars, these Mamoatdars should be allowed to draw their grade pay plus a special pay of Rs. 30 p.m. while working as Backward Class Welfare Officers,

Clerical and inferior staff.

Assistant Director of Backward Class Welfare Officers.

The following posts in the offices of the five Regional Assistant Directors of Backward Class Welfare should be abolished:

5 Senior Clerks

10 Junior Clerks

15 Peons.

Backward Class Welfare Officers.

The following posts should be created for the Backward Class Welfare Officers:-

Name of the post.	Scale of pay.	No. of Posts
1) Senior Clerks, one each for Backward Class Welfare Officers in Greater Bombay, Ahmedabad, Panch Mahals, Surat, West Khandesh, East Khandesh, Poona, Sholapur and Thana Districts.	Rs. 100-8-140	9

N.B.: If the Director of Backward Class Welfare considers that a Senior clerk is not necessary for any of the above district, he may transfer the post from a dist. where it is not needed to the District where its need is felt.

	Scale of Pay.	No. of Posts
2) Junior clerks one each for the 10 additional Backward Class Welfare Officers.	Rs. 46-3-85-E,B. 4-125-5-130	10
3) Peons, two for each of the 10 additional Backward Class Welfare Officers.	Rs. 30-½-35	20

Head Office.

The following posts should be created at the Head Office:-

Name of post.	Scale of Pay.	No. of POsts.
1) Office Superintendent	Rs. 200-10-300	1
2) Head Clerks	Rs. 150-10-200	2
3) Senior Clerk	Rs. 100-8-140	1
4) Peons for the Assistant Director of Backward Class Welfare.	Rs. 30-½-35	3

The newly created posts should carry usual allowances admissible under the rules.

2. Necessary steps for the appointment of the officers and Office Superintendents in the Director of Backward Class Welfare's Office have accordingly been already taken. The Director of Backward Class Welfare should be requested to take steps to fill up the Class III and Class IV posts. The staff retrenched as a result of the abolition of the staff under the Regional Assistant Directors of Backward Class Welfare whou should be absorbed in the newly created posts.

4. The cost should be debited to the head " 47-Misc. Departments- H 4- Backward Class Welfare" and met from the provision made thereunderm in the current year's budget.

PTO.

By order and in the name of the

Governor of Bombay,

Id/-

(Y. D. Jaeel.)

For Joint Secretary to the Government of Bombay,

Rehabilitation, Housing and Backward Classes Department.

To

The Director, Backward Class Welfare, through the Finance Deptt.

The Accountant General, Bombay

The Deputy Accountant General, Baroda,

The Resident Audit Officer,

The Pay and Accounts Officer,

The Director of Publicity,

All the Collectors of Districts,

The Director of Education,

The Registrar of Co-Operative Societies,

The Education Department,

The Development Department,

The Revenue Department,

The Finance Department,

All the other Departments of the Secretariat,

(except the Separate Department.)

All the other Heads of Departments under the

several Departments of the Secretariat,

The Enquiry Officer, Sachivalaya.

D. O. No. BCE.3454-J.

Rehabilitation, Housing and
Backward Classes Department,
Camp Officer, Poona.

My dear Kamble,

Please find herewith at pages 5-9 a gist of the discussion which we had with Shri Gidwani, Secretary, Finance Department in Minister (Backward Classes)'s Chamber on 27th August 1955. Would you kindly go through it and say whether it is O.K. ? I propose to submit the file after knowing your reactions. You may make in the note the necessary corrections. I will have the note retyped before submission. I will be grateful if you could return the note after approval today evening.

Yours sincerely,

Id/-

(Y.D.JADHAV.)

Shri D.B.Kamble, I.A.S.,
Director of Backward Class Welfare,
Bombay State,
POONA.

Confidential.

D. O. No. BS -178.

Office of the Director of Backward-
Class Welfare, State of Bombay,
Poona, 30th August 1955.

My Dear Jaeel,

I am returning herewith the file making some corrections in pencil.

2. I am afraid the proposal about creating posts of experts in the two subjects mentioned by you may not be accepted. From the talk of Shri Gidwani about giving Assistant Director 5 or 6 Districts in turn every year and his suggestion to have headquarters of Assistant Directors at places outside Poona, it is seen that he is more in favour to have Assistant Directors doing all-sided work of miscellaneous type. If experts are to be appointed then the very idea to have them outside Poona will not serve any purpose from the point of view of their advice to the Director of Backward Class Welfare in the office.

3. We may style them as Assistant Directors simply and their headquarters be Ahmedabad or Baroda and Dharwar or Belgaum. In the extra cost item, the question of house rent to the office accommodation will be about Rs. 1,000/- or so upto March 1956.

Yours sincerely,

Id/-

(D.B.KAMBLE)

Shri Y.D. Jaeel,
Assistant Secretary to Government,
Rehabilitation Housing and Backward
Classes Department,
Camp Poona.

MGK
31-8